

REPORT
OF THE
DEPARTMENT OF LABOUR

FOR THE
Fiscal Year ending March 31, 1923

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OTTAWA
F. A. ACLAND
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1923

DEPUTY MINISTER OF LABOUR

TABLE OF CONTENTS

To General His Excellency the Right Honourable Lord Byng of Vimy, G.C.B.,
G.C.M.G., M.V.O., Governor General and Commander in Chief of the
Dominion of Canada.

MAY IT PLEASE YOUR EXCELLENCY:

The undersigned has the honour to forward to Your Excellency the accompanying report of the Deputy Minister on the work of the Department of Labour of the Dominion of Canada for the fiscal year ending March 31, 1923, all of which is respectfully submitted.

JAMES MURDOCK,
Minister of Labour.

TABLE OF CONTENTS

	Page
Introduction	5
I. Industrial Disputes Investigation Act	8
II. Conciliation Work	38
III. Fair Wages	41
IV. Statistical Branch	50
V. Labour Gazette	59
VI. Employment Service	63
VII. Technical Education	74
VIII. Dominion Government Annuities	126
IX. International Labour Conference	131

REPORT
OF THE
DEPUTY MINISTER OF LABOUR

FOR THE
FISCAL YEAR ENDING MARCH 31, 1923

To the Hon. JAMES MURDOCK,
Minister of Labour.

SIR,—The fiscal year regarded industrially showed a substantial improvement over the period 1921-22. General increased industrial activity practically ended abnormal unemployment and federal assistance was regarded as necessary only in the case of unemployed and distressed ex-service men in a few centres. Prices, which had been in continuous though not rapid decline from July, 1920, continued to fall until June, when a slight reaction set in, and the year closed with prices slightly higher than at its opening. Calculated on the basis adopted by the department for measurement of price fluctuations, the price level in March, 1923, was 55 per cent higher than that of 1913, the period now usually selected as representing normal conditions. Wages showed about a similar tendency, and at the close of the fiscal period 1922-23 appeared to be likely shortly to stiffen.

GOVERNMENT ANNUITIES ACT

The year was marked by the addition to the responsibilities of the Department of Labour of the administration of the Government Annuities Act, and special effort was, under the direction of the minister, made during the year by officers of that branch to extend the operations of the legislation in question, the agency of publicity being used for this purpose more extensively than for several years previously. A full statement of operations for the year will be found in the present report. It will be noted that the moneys received during the fiscal year for the purchase of annuities reached the large figure of \$1,028,353.07, considerably more than that of any preceding year.

RECORD AS TO INDUSTRIAL DISPUTES

The record for the year with regard to industrial disputes is not good, speaking statistically, though with one or two exceptions the strikes recorded brought little inconvenience to the public. As is understood by readers of these reports, the statistical information given as to strikes is for the calendar year and not for the fiscal period, this system permitting freer comparison with statistics furnished by other countries, which are usually on the basis of the calendar year. The actual number of disputes for the calendar year 1922 was greatly less than that of the preceding calendar year, being 85 for 1922, as

against 145 for 1921, but the number of workers involved in 1922 was considerably larger than the number concerned in 1921, the figures being for 1922, 41,050, as compared with 22,930 during 1921. The time losses arising from strikes counted by working days reached for the year 1922 the high figure of 1,975,276, being slightly over twice those of the previous calendar year, when the figures stood at 956,461. Whilst these figures as to time losses represent the third highest in the period of twenty-three years for which departmental figures exist, it should not be overlooked that approximately fifty per cent of the time losses are charged against the single strike, that of coal miners, in southern Alberta and southeastern British Columbia, the area commonly known as District 18, the official district, i.e., of the international mine workers' trades union, the United Mine Workers of America, the strike in question beginning on April 1 and continuing for about five months. The occurrence of a second strike in the same industry, representing a three weeks' struggle in the month of August on the part of 15,000 coal miners in the mines of Nova Scotia, further swelled the total. Other strikes during the year were scattered over many industries and localities and present no feature for special comment.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907

The provisions of the Industrial Disputes Investigation Act came into play in 45 cases. Twenty-seven boards were established. Strikes occurred in two cases only where boards were established, both the disputes involved being in the coal mining industry, those, namely, in Western Canada and Eastern Canada as mentioned above. In a third case, where the coal mining district around Edmonton was affected, a strike was apparently commenced without regard to the provisions of the Industrial Disputes Investigation Act; later an application was received from the mayor of the municipality, but, the mayor being apparently unwilling to recommend persons for appointment to the board as on behalf of the operators and miners and those parties being unwilling on their own part to make recommendation, it was not clear that any advantage would result from further action on the application, and the application was in any case ultimately withdrawn.

The statute was during the year subjected to a severe test in connection with questions arising out of the interpretation of section 57. Several boards had been established to deal with disputes as between various railways and their shop craft employees. The railways sought to effect a reduction in wages and, the dispute arising in the case of the principal railways being before a Conciliation Board, the employees maintained that section 57 operated to prevent a change in wages or hours until the board had rendered its decision. The Minister of Labour upheld the view of the employees as to the bearing of section 57. A ruling of the Department of Justice supported this position, and the railways, though under protest, ultimately consented to leave the wage rates unchanged pending the inquiry before the board. The correspondence on the subject is printed in a chapter of the present report devoted to the operations of the Industrial Disputes Investigation Act.

Partly because of the point which had been in dispute as to the interpretation of section 57, it was decided by the minister that amendments to the statute, with a view to clarifying this section and to conveying more clearly the apparent intent of the law in some other respects, should be submitted to Parliament. A Bill was accordingly introduced into the House of Commons, and with little discussion passed the House unanimously. In the Senate a serious opposition arose and resulted in amendments to the Bill which could not be accepted. After an interchange of communications between the two

SESSIONAL PAPER No. 26

Chambers, no solution of the deadlock having been found, the Bill was dropped. Although these proceedings in Parliament occurred chiefly after the close of the fiscal year, the matter is regarded as of sufficient importance to justify a statement on the subject being attached to the chapter on the operations of the statute included in the present report.

OTHER BRANCHES OF WORK

Other branches of the work of the department proceeded during the year without important development.

With regard to the administration of the Employment Offices Co-ordination Act, it may be remarked that there were at the close of the year 78 local employment offices; the number of vacancies reported during the year was 489,816, and the total number of placements was 412,527. A full statement of operations for the year appears in the present report.

Disbursements under the Technical Education Act to the various provinces of the Dominion amounted during the fiscal year to \$648,227.03, distributed as follows: British Columbia, \$34,932.38; Alberta, \$71,019.91; Saskatchewan, \$18,263.84; Manitoba, \$25,121.14; Ontario, \$314,206.97; Quebec, \$128,182.27; New Brunswick, \$17,476.06; Nova Scotia, \$33,166; Prince Edward Island, \$5,858.46. A full statement of operations for the year appears herewith.

The *Labour Gazette* was published regularly in English and French, the annual report on Labour Legislation in Canada covering the calendar year 1922 was issued in April, and the annual report on Labour Organization in Canada for the preceding calendar year was issued in May. Various wages and other bulletins were issued during the year.

The Government delegates to the fourth session of the International Labour Conference held in October in Geneva, Switzerland, were the Honourable James Murdock, Minister of Labour, and the Honourable Ernest Lapointe, Minister of Marine and Fisheries; Mr. Lapointe had been, it may be noted, previously in attendance at Geneva as one of the Government delegates to the Assembly of the League of Nations. Messrs. Murdock and Lapointe took an active part in the proceedings of the International Labour Conference.

Five meetings of the Governing Body of the International Labour Office were held during the year. Colonel David Carnegie acted as substitute for the Minister of Labour at the meetings held in April and July. The Minister attended in person the meeting held immediately prior to and the two meetings held during the session of the International Labour Conference.

I have the honour to be, sir,

Your obedient servant,

F. A. ACLAND,

*Deputy Minister of Labour and Registrar of Boards
of Conciliation and Investigation.*

DEPARTMENT OF LABOUR, OTTAWA.

I.—INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907

SIXTEENTH ANNUAL REPORT OF PROCEEDINGS, BEING FOR THE FISCAL YEAR ENDING MARCH 31, 1923

INTRODUCTORY NOTE

There were 27 Boards of Conciliation and Investigation established under the provisions of the Industrial Disputes Investigation Act during the year as against 45 applications. In two cases there were strikes in spite of efforts of the boards to adjust the disputes referred. In both cases the industry concerned was that of coal mining and the strikes were in the widely separated coal fields of (1) District 18 of the United Mine Workers of America, embracing coal mines in the southeastern corner of British Columbia and southern Alberta, where the miners were out for a period of about five months beginning on April 1, and (2) District 26 of the United Mine Workers of America, embracing the principal coal mining districts in Nova Scotia, where the miners were out for three weeks during August.

The strike in Western Canada followed immediately on the termination of a working agreement expiring on March 31, 1922. Though not ostensibly a part of the strike declared by the United Mine Workers of America in the bituminous mines of the United States and effective from the same date, namely, April 1, 1922, and under similar circumstances with regard to the termination of the working agreement that had prevailed down to that date, there is little reason to doubt that the two struggles were from the commencement closely related to each other. This became clearer as the strike in Alberta proceeded, and, when in August the struggle in the United States approached its close, the conditions of settlement in Alberta were made more or less dependent on those which had prevailed in the settlement in the United States. In these circumstances the efforts of a Board of Conciliation were almost predestined to failure. The department had done its best to secure the establishment of a Board prior to the termination of the agreement, so that the inquiry might proceed immediately in the event of no agreement being effected and no cessation of work occurring, but neither operators nor workmen assisted to this end; the Board's findings, when delivered, proved unacceptable to either party. The work of the Board was, however, by no means without value, since much important information was elicited during the inquiry and the findings did much to facilitate the subsequent negotiations which brought a settlement. The strike, though prolonged, was not the occasion of serious public inconvenience. The coal mining industry in District 18 and vicinity had been at some points overdeveloped, and it became generally understood that, had there been no strike in the locality during the summer of 1922, many of the operators would have found it necessary to shut down. Many of the miners found work on farms throughout the summer and others were engaged in clearing land, in some cases, it is said, for coal companies whose properties were closed.

The coal mining strike in Nova Scotia was the outcome of a prolonged period of friction between the British Empire Steel Corporation and its employees in the coal mining industry. The friction had apparently reached almost the breaking point at the close of the year 1921, when the then working agreement

SESSIONAL PAPER No. 26

came to a termination and the company imposed a wage reduction which would have averaged twenty-five per cent. The ensuing dispute was referred to a Board of Conciliation and a compromise was effected which permitted a continuance of work for the time being, so that the Nova Scotia coal mines were in fact operating during by far the greater part of the period of the great coal strike in the United States and that in District 18 in Western Canada. The differences between the company and the miners were much discussed in the press, and a day was given in Parliament to debate the subject. It being claimed that the Board of Conciliation which had investigated the dispute in January, 1922, had not gone sufficiently into some aspects of the situation, a second board was constituted and made a further investigation and report. The second board did not succeed in effecting a working agreement, and eventually the miners declared a strike, which occupied three weeks of the month of August. The struggle was ended by an agreement which fixed a wage rate of approximately 15 per cent below the wage level of 1921, a reduction considerably less severe than had been, as above indicated, originally proposed by the company. The working agreement was made effective until January 14, 1924.

A third important coal mining strike occurred during the year in the Edmonton district. In this case neither operators nor workmen had submitted any application for a Board of Conciliation and Investigation, but, when the strike had been for some time in progress, the Mayor of Edmonton applied for a board as on behalf of the municipality of Edmonton. Since, however, the mayor did not submit names of persons for appointment to the board on behalf of operators or workmen, and neither operators nor workmen showed a willingness to participate in the procedure, and there was no evidence that the strike was causing any serious inconvenience to the public, it did not appear that the establishment of a board under such conditions would bring any public benefit; while, however, the application was still receiving consideration, it was withdrawn, the strike itself gradually dissolving.

In some other respects proceedings under the statute were marked during the year by unusual developments. The various railways of the country decided to effect if possible a wage reduction in the case of their shop craft employees, the cut to be effective in the majority of cases as from July 16, 1922. The representatives of the employees secured Boards of Conciliation. Four boards were established: (1) including Canadian National Railways, Canadian Pacific Railway, Grand Trunk Railway, and other lines, members of the Railway Association of Canada; (2) three separate boards dealing with three international railways or sections of railways, namely (a) Michigan Central Railroad, (b) Pere Marquette Railway, and (c) New York Central Railroad. An important question arose shortly as to the interpretation to be placed upon section 57 of the Industrial Disputes Investigation Act. The railroad companies proposed to make the wage-cut effective without regard to the fact that the dispute arising was before a Board of Conciliation. The employees claimed that the effect of section 57 was to prevent any change as to wages or conditions until the dispute arising had been passed upon by the Conciliation Board. The Minister of Labour supported the contention of the workmen. The matter was referred to the Department of Justice, which upheld the view maintained by the minister and the representatives of the workers. Finally, in a communication addressed to the Prime Minister, the leading railways undertook to abide by the ruling of the Department of Justice, and conditions as to wages and hours remained unchanged until the different boards had made their findings, the railroads, however, protesting that they did not admit the interpretation which had been given by the Department of Justice to section 57; other

railways concerned followed the same procedure. A great strike in the machine shops of the principal railways of the United States prevailed for many months, and a similar strike was no doubt but narrowly averted in Canada, the matters in dispute being practically identical. A statement of the situation, with texts of the more important communications involved, appears in the present chapter.

With a view chiefly to removing any ambiguity in the language of section 57 of the Industrial Disputes Investigation Act, the minister introduced an amending Bill in the House of Commons at the ensuing session of Parliament, the Bill including, however, clauses which aimed at clarifying the statute at other points, though in no case was any change suggested which would at all modify the essential principles of the Act. The Bill passed the House of Commons unanimously and with but little debate. In the Senate the measure was severely opposed, though it found support at every point from the Honourable Senator Robertson, the former Minister of Labour. The amendments of the Senate being unacceptable to the House of Commons and negotiations between the two Chambers failing to secure a solution, the Bill was dropped and the statute remained at the close of the session without amendments later than those of the year 1920. These parliamentary proceedings took place chiefly after the close of the fiscal year, but the matters involved are regarded as being of so great importance that a brief statement on the subject is included in the present chapter.

SUMMARY TABLES RESPECTING PROCEEDINGS UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907

The tables here presented are arranged in several divisions, viz.: (i) showing proceedings by industries concerned from April 1, 1922, to March 31, 1923; (ii) showing proceedings by industries concerned from March 22, 1907, to March 31, 1923; (iii) showing by fiscal years, 1907-23, number of disputes dealt with; (iv) showing by calendar years, 1907-23, number of disputes dealt with, and (v) containing statistical summary of operations under the statute for the fiscal year ended March 31, 1923.

I. TABLE SHOWING PROCEEDINGS BY INDUSTRIES FROM APRIL 1, 1922, TO MARCH 31, 1923

Industries affected	Number of applications for Boards received*	Number of Boards established	Number of strikes not averted or ended
I. Disputes affecting mines, transportation and communication and other public utilities—			
(1) Mines—			
Coal.....	4	2	3
(2) Transportation and communication—			
(a) Railways.....	18	13	0
(b) Street railways.....	5	2	0
(c) Shipping.....	2	2	0
(d) Telegraphs.....	2	2	0
(3) Miscellaneous—			
Light and power.....	3	3	0
II. Disputes not falling clearly within the direct scope of the Act—			
(1) Public utilities under provincial or municipal control—			
(a) Civic employees.....	6	3	0
(b) Railways.....	1	0	0
(2) Miscellaneous.....	4	0	0
Total.....	45	27	3

* Including six cases left over from preceding year, as stated below.

SESSIONAL PAPER No. 26

The proceedings under the Act during the year include six cases in which certain proceedings had taken place during the preceding year, namely, disputes between (1) coal operators, members of Western Canada Coal Operators' Association, and certain of their employees, being members of District 18, United Mine Workers of America; (2) Algoma Eastern Railway Company, Sudbury, Ont., and various classes of its employees; (3) Dominion Power and Transmission Company, Hamilton, Ont., and its linemen, groundmen, etc.; (4) Dominion Power and Transmission Company and Hamilton Street Railway Company, respectively, and various classes of their employees; (5) Ottawa Electric Railway Company and certain of its employees, and (6) employers, members of Association of Canadian Building and Construction Industries, Ottawa Branch, and certain of their employees being hod-carriers.

On March 31, 1923, results were still pending in connection with six applications concerning disputes between (1) Canadian National Railways, Western Lines, and certain of its employees being members of the International Brotherhood of Steam Shovel and Dredge Men, District No. 6; (2) Canadian Pacific Railway Company, Western Lines, and certain of its employees being members of the International Brotherhood of Steam Shovel and Dredge Men, District No. 6; (3) Canadian National Railways, Western Lines, and its dining and sleeping car employees, members of the Canadian Brotherhood of Railroad Employees; (4) Brantford Municipal Railway Commission and certain of its employees being street railway workers, members of Local Division No. 685, Amalgamated Association of Street and Electric Railway Employees of America; (5) Corporation of the City of Prince Rupert and certain of its employees being members of Civic Employees' Union No. 20, Trades and Labour Congress of Canada, and (6) Winnipeg Electric Railway Company and certain of its employees being members of the Gas Workers' Union of Winnipeg (Independent).

II. TABLE SHOWING PROCEEDINGS BY INDUSTRIES FROM MARCH 22, 1907, TO
MARCH 31, 1923

Industries affected	Number of applications for Boards received	Number of strikes not averted or ended
I. Disputes affecting mines, transportation and communication, other public utilities and war work—		
(1) Mines—		
(a) Coal.....	68	10
(b) Metal.....	19	5
(c) Asbestos.....	1	0
(2) Transportation and communication—		
(a) Railways.....	179	7
(b) Street railways.....	98	7
(c) Express.....	11	1
(d) Shipping.....	27	0
(e) Telegraphs.....	16	1
(f) Telephones.....	7	0
(3) Miscellaneous—		
(a) Light and power.....	20	3
(b) Elevators.....	1	0
(4) War work.....	30	1
II. Disputes not falling clearly within the direct scope of the Act—		
(1) Public utilities under provincial or municipal control.....	55	1
(2) Miscellaneous.....	65	1
Total.....	597	37

The figures contained in the above table may be thought to show discrepancies as compared with those appearing in the yearly summary. A closer examination will, however, show the respective statements to be in agreement. A complete statement of proceedings for a year must show all disputes dealt with during the fiscal year. The figures of the yearly statement include, therefore, disputes carried over from the previous year and which are counted in the summary of that year's proceedings. Thus the same dispute may properly figure in the annual statement for each of two years. In the statistical recapitulation covering several years, as above, it is necessary that no dispute shall be counted more than once, and account is taken of the number of applications received during the year and thus brought within the purview of the statute.

III. TABLE SHOWING BY FISCAL YEARS, 1907-1923, NUMBER OF DISPUTES DEALT WITH

—	1907- 1908	1908- 1909	1909- 1910	1910- 1911	1911- 1912	1912- 1913	1913- 1914	1914- 1915	1915- 1916	1916- 1917	1917- 1918	1918- 1919	1919- 1920	1920- 1921	1921- 1922	1922- 1923	Total
Number of applications	34	21	27	24	18	21	16	16	14	36	52	95	72	63	49	39	597
Number of Boards granted.....	31	19	25	19	15	17	15	17	11	20	38	60	46	37	31	27	428
Number of disputes where strike not averted (or ended)...	1	1	4	4	4	4	0	1	1	1	1	2	3	6	1	3	37

(The remark at the foot of Table II applies equally to apparent discrepancies as between the above summary by fiscal years and yearly summaries of proceedings.)

IV. TABLE SHOWING BY CALENDAR YEARS, 1907-1923, NUMBER OF DISPUTES DEALT WITH

—	1907* 9 mos	1908	1909	1910	1911	1912	1913	1914	1915	1916	1917	1918	1919	1920	1921	1922	1923† 3 mos.	Total
Number of applications.....	25	27	22	28	21	16	18	18	15	29	53	93	70	61	54	42	5	597
Number of boards granted....	22	25	21	23	16	16	15	18	12	16	37	59	47	41	26	29	5	428
Number of disputes where strike not averted (or ended)	1	1	4	4	4	3	1	1	1	1	1	2	3	5	2	2	1	37

* The Act became law on March 22, 1907, so that the proceedings cover nine months only.
† To the end of the financial year, March 31.
(The remark at the foot of Table II applies equally to apparent discrepancies as between the above summary by calendar years and yearly summaries of proceedings.)

V. STATEMENT OF APPLICATIONS FOR BOARDS OF CONCILIATION AND INVESTIGATION AND PROCEEDINGS THEREUNDER FROM APRIL 1, 1922, TO MARCH 31, 1923

I.—MINES, AGENCIES OF TRANSPORTATION AND OTHER PUBLIC SERVICE UTILITIES

1. Appointed by the Minister, under Section 8, Subsection 1, of the I.D.I. Act, on recommendation from the party concerned.

2. Appointed by the Minister, under Section 8, Subsection 2, of the I.D.I. Act, in the absence of a recommendation from the party concerned.

3. Appointed by the Minister, under Section 8, Subsection 3, of the I.D.I. Act, on the joint recommendation of the two members first appointed.

4. Appointed by the Minister, under Section 8, Subsection 4, of the I.D.I. Act, in the absence of a joint recommendation from the two members first appointed.

(1) MINING AND SMELTING INDUSTRY

COAL MINES

Date of receipt of application	Parties to dispute	Party making application	Locality	No. of persons affected	Nature of dispute	Names of Members of Board: (c) Chairman; (E) Employer; (M) Employees	Date on which Board was constituted	Date of receipt of report of Board	Result of reference
Mar. 21, 1922	Coal operators, being members of Western Canada Coal Operators' Association, and certain of their employees, being members of District 18, United Mine Workers of America.	Employees....	Southern Alberta and south-eastern British Columbia.	9,000 dir.... 3,000 indir.	Against reduction in wages and concerning working conditions.	W. E. Knowles, K.C. (c) 4; R. G. Drinnan (E) 1; H. Ostlund, K.C. (M) 1.	Mar. 31, 1922	June 17, 1922	A strike occurred on April 1, 1922, the day following the final constitution of the board. The inquiry was, however, immediately taken up by the board. The board's report was signed by the Chairman and Mr. Ostlund, and contained recommendations for the settlement of the dispute. Mr. Drinnan presented a minority report. Neither party would at first accept the Board's findings and direct negotiations continued for some weeks. On August 8 the operators offered to adopt the board's findings, but the employees refused. Towards the end of August the Minister of Labour met the representatives of both parties at Calgary and as a result of his efforts an agreement was reached effecting a reduction of 15 p.c. below the wage scale of March 31, provided that the wage rate in the district should ultimately be governed by the settlement effected in the Central Com-petitive Field of the United States between 75 p.c. of the union miners and the operators, the Minister of Labour to notify the parties when this condition had been attained. Work in the mines was resumed on August 28, and on September 1 the Minister of Labour notified the parties concerned that 75 p.c. of the miners of the Central Com-petitive Field had reached an agreement with the operators to resume work at the 1921 rates. Accordingly in District 18 the 1921 rates again came into effect as from September 1.

STATEMENT of Applications for Boards of Conciliation and Investigation and Proceedings thereunder, etc. *Continued.*

(1) MINING AND SWEETING INDUSTRY *Concluded*

COAL MINES—*Concluded*

Date of receipt of application	Parties to dispute	Party making application	Locality	No. of persons affected	Nature of dispute	Names of Members of Board: (c) Chairman; (e) Employer; (m) Employees	Date on which Board was constituted	Date of receipt of report of Board	Result of reference
	Dominion Coal Company, Nova Scotia Steel and Coal Company, and Acadia Coal Company, and certain of their employees, respectively, being members of District 26, United Mine Workers of America.	.....	Cape Breton Island, Pictou and Cumberland Counties, N.S.	10,000 dir. 3,000 indir.	Against reduction in wages and respecting working and housing conditions.	D'Arcy Scott (c), 4; John E. Moore (e) 1; Isaac D. Macdougall (m), 1.	April 28, 1922	May 27, June 2, 1922	The Board was established by the Minister under the provisions of Section 63a of the statute. The report of the board was signed by the Chairman and Mr. Moore and contained recommendations as to settlement of the dispute. Mr. Macdougall presented a minority report. The employees refused to accept the findings of the Board. A strike occurred on August 14 and terminated Sept. 5, when an agreement was reached between the parties concerned.
May 29, 1922	Inverness Railway and Coal Company, Limited (as represented by the Eastern Trust Company, Halifax, N.S.), and certain of its employees, being members of Locals Nos. 4512 and 5163, District 26, United Mine Workers of America.	Employees....	Inverness, N.S.....	700.....	Against reduction in wages and respecting working and housing conditions.	John R. Osborne (c), 4; G. MacGregor Mitchell (e), 1; L. D. Currie (m), 1.	June 20, 1922	Aug. 5, 1922	The report was unanimous and contained recommendations as to settlement of the dispute. No strike occurred.
Jan. 5, 1923	Various mining companies operating in the Edmonton district and their employees, being members of District 18, United Mine Workers of America.	Mayor of Edmonton.	Edmonton, Alta.....	.....	For union recognition and improved working conditions.	.....	.....	.....	A strike occurred on December 1, 1922. Neither of the disputing parties applied for a Board of Conciliation and Investigation, but an application under Sections 63a and 63b of the I.D.I. Act was received on January 5, 1923, from the Mayor of Edmonton. This application was withdrawn by the Mayor on January 20, the operators and a committee appointed by the Alberta Federation of Labour having agreed to hold conferences with respect to the dispute. From

January 1 the strikers were gradually replaced. Although this dispute was not before a Board of Conciliation and the strike having been declared without regard to the provisions of the Act, yet, an application for a Board having been received, it is thought proper to include the dispute as being among the cases where the strike was neither ended nor averted.

(2) TRANSPORTATION AND COMMUNICATION

(a) RAILWAYS

Feb. 13, 1922	Algoma Eastern Railway Company and employees in various classes, members of Division No. 4, Railway Employees' Department, American Federation of Labour.	Employees....	Sudbury, Ont.....	10.....	Against reduction in wages and changed working conditions.	W. T. R. Preston (c), 4; F. H. McGuigan (E), 2; Fred. Bancroft (M), 1.	April 21, 1922	June 20, 1922	While the board was in process of constitution, an officer of the Department visited Sudbury in an endeavour to bring about a settlement of the dispute through direct negotiations between the parties concerned. This could not be effected, and the board was completed. The report of the board was unanimous, and contained a memorandum of agreement signed by both parties to the dispute, binding them to submit the questions in dispute to the committee created by the Canadian Railway Association and Division No. 4, Railway Employees' Department, American Federation of Labour, and to abide by the decision of the committee.
July 1, 1922	Canadian Pacific Railway Company and certain of its employees, being station agents, assistant agents, telegraph operators, train despatchers, and linemen, members of the Order of Railroad Telegraphers.	Employees....	C.P.R.....	3,000 dir... 20,000 indir.	Against changes in rules governing working conditions.	D'Arcy Scott (c), 4; U. E. Gillen (E), 1; David Campbell (M), 1.	July 14, 1922	.....	No hearings of the board took place, the matters in dispute being settled by direct negotiations between the parties interested.
July 6, 1922	Michigan Central Railroad Company and certain of its employees, being machinists, boilermakers, blacksmiths, carmen, electricians and sheet metal workers.	Employees....	St. Thomas, Windsor, Montrose and Bridgeburg, Ont.	1,050.....	Against reduction in wages and concerning working conditions.	J. M. McEvoy (c), 4; H. T. Malcolmson (E), 1; W. D. Robbins (M), 1.	July 13, 1922	Sept. 11, 1922	The report was signed by the chairman and Mr. Malcolmson. Mr. Robbins submitted a minority report. No cessation of work occurred and the parties are understood to have reached a satisfactory working arrangement.

STATEMENT of Applications for Boards of Conciliation and Investigation and Proceedings thereunder, etc.—*Continued.*(2) TRANSPORTATION AND COMMUNICATION—*Continued*(a) RAILWAYS—*Continued*

Date of receipt of application	Parties to dispute	Party making application	Locality	No. of persons affected	Nature of dispute	Names of Members of Board: (c) Chairman; (e) Employer; (m) Employees	Date on which Board was constituted	Date of receipt of report of Board	Result of reference
July 7, 1922	Perc Marquette Railway Company and certain of its shop employees, being machinists, boilermakers, blacksmiths, electricians, carmen, etc.	Employees....	St. Thomas, Ont....	350.....	Against reduction in wages and concerning working conditions.	W. T. R. Preston (c), 4; Alex. Leslie (e), 1; W. D. Robbins (m), 1.	July 21, 1922	Sept. 16, Sept. 18, 1922	The report was signed by the chairman and Mr. Leslie. Mr. Robbins submitted a minority report. No cessation of work occurred, and the parties are understood to have reached a satisfactory working arrangement.
July 13, 1922	New York Central Railroad Company and certain of its employees, being members of the Federated Shop Crafts, employed in the Ottawa shops.	Employees....	Ottawa, Ont.....	15.....	Against reduction in wages and changed working conditions.	Hon. Senator (c), 1; Robertson (c), 3; Max Goodrich (e), 1; John T. Foster (m), 1.	July 29, 1922	Sept. 2, 1922	The board was successful in effecting an agreement with respect to working conditions, and, in its report, which was unanimous, recommended the adoption of Canadian standards as to rates of pay.
July 15, 1922	(1) Various railways, members of the Railway Association of Canada, including the Canadian National Railways, the Canadian Pacific Railway, and the Grand Trunk Railway, and (2) workmen, members of Division No. 4, Railway Employees' Department, American Federation of Labour, and being motive power and car department mechanics, helpers, and apprentices in the employ of said railways.	Employees....	Lines of the several railways in Canada.	35,000.....	Against reduction in wages.	Alex. Smith (c), 4; Isaac Pitblado, K.C. (e), 1; James Simpson (m), 1.	Aug. 3, 1922	Sept. 1, Sept. 1, 1922	The report was signed by the chairman and Mr. Pitblado. Mr. Simpson submitted a minority report. No cessation of work occurred and the parties are understood to have reached a satisfactory working arrangement.
July 15, 1922	(1) Various railways, members of the Railway Association of Canada, including the Canadian National Railways, the Canadian Pacific Railway and the Grand Trunk Railway, and (2)	Employees....	Lines of the several railways in Canada.	35,000 dir... 65,000 indir.	Against reduction in wages.	U. E. Gillen (e), 1; J. G. O'Donoghue (m), 1.	.....	.....	While the board was in process of constitution the dispute was settled by direct negotiations and further board procedure became unnecessary.

workmen, being maintenance-of-way employes and shop labourers, including dockmen, bridge and building employees, signal men and water service employees, represented by the United Brotherhood of Maintenance-of-way Employees and Railway Shop Labourers, and employed by said railways.	July 22, 1922	Canadian National Railway and certain of its employes, being clerks, freight handlers, roundhouse, shop and store labourers, etc., members of the Canadian Brotherhood of Railroad Employees.	Employees....	C. N. System.....	7,500.....	Against reduction in wages and alleged breach of agreement.	F. T. Costello (c), 4; George D. Kelley (E), 1; Howard S. Ross, K.C. (M), 1.	Aug. 8, 1922	Oct. 19, Nov. 9, 1922	<p>The report, together with a supplementary report, was signed by the chairman and Mr. Ross, and contained recommendations as to settlement of the dispute. Mr. Kelley submitted a minority report. The board's findings were not accepted by the company. Further direct negotiations, however, ensued, which resulted in an amicable agreement being reached.</p>
Grand Trunk Railway System and certain of its employes, being clerks, freight handlers, stationmen, stationary engineers and firemen, oilers, roundhouse, shop and store labourers, etc., members respectively of the Canadian Brotherhood of Railroad Employees and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.	July 22, 1922	Grand Trunk Railway System and certain of its employes, being clerks, freight handlers, stationmen, stationary engineers and firemen, oilers, roundhouse, shop and store labourers, etc., members respectively of the Canadian Brotherhood of Railroad Employees and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.	Employees....	G. T. System.....	7,000.....	Against reduction in wages.	E. McG. Quirk (c), 4; U. E. Gillen (E), 1; Howard S. Ross, K.C. (M), 1.	Aug. 16, 1922	Interim report Sept. 30, Final report, Dec. 13, 1922.	<p>An interim report was received from the board on Sept. 30, containing a memorandum of agreement signed by representatives of both parties to the dispute, continuing until Nov. 1 the rates of pay in effect prior to July 20, 1923, and providing that, in the event of a mutual agreement as to permanent rates of pay not being reached by Nov. 1, the board would be requested to render a final decision as to rates to be paid on and after that date, the same to be binding on the parties. An agreement not being reached by direct negotiations, the board, at the request of the parties concerned, reconvened, and its report, which was unanimous, was accompanied by a signed agreement between the disputants.</p>
Pere Marquette Railway Company and certain of its employes, being members of the Brotherhood of Railway Clerks, Freight Handlers, Express and Station Employees.	July 26, 1922	Pere Marquette Railway Company and certain of its employes, being members of the Brotherhood of Railway Clerks, Freight Handlers, Express and Station Employees.	Employees....	Pere Marquette lines in Canada.	57.....	Against reduction in wages and concerning working conditions.	W. T. R. Preston (c), 4; Alexander Leslie (E), 1; Chas. B. McClurg (M), 1.	Aug. 10, 1922	Sept. 16, 1922	<p>The report was unanimous and contained recommendations as to settlement of the dispute, which both parties later expressed their willingness to accept.</p>

STATEMENT of Applications for Boards of Conciliation and Investigation and Proceedings thereunder, etc.—Continued.

(2) TRANSPORTATION AND COMMUNICATION—Continued

(a) RAILWAYS Concluded

Date of receipt of application	Parties to dispute	Party making application	Locality	No. of persons affected	Nature of dispute	Names of Members of Board: (c) Chairman; (e) Employer; (m) Employees	Date on which Board was constituted	Date of receipt of report of Board	Result of reference
July 27, 1922	Canadian Pacific Railway Company and certain of its employees, being clerks, checkers, freight handlers, baggage men, etc., members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.	Employees....	C.P.R. Eastern Lines.	2,600 dir. 2,600 indir.	Against reduction in wages and changed working conditions.	Daniel Urquhart (c), 3; J. T. Arundel (e), 1; J. G. O'Donoghue (m), 1.	Aug. 19, 1922	Oct. 23, 1922 Oct. 24, 1922	By mutual agreement a similar dispute on Western Lines of the Canadian Pacific Railway, affecting the same classes of employees, was brought within the jurisdiction of this board (see below). The report was signed by the chairman and Mr. O'Donoghue, and made certain recommendations as to settlement of the dispute. Mr. Arundel submitted a minority report. The board's findings were not acceptable to the company, but, through renewed negotiations, an adjustment was effected.
July 29, 1922	Canadian National Railways, Canadian Pacific Railway, Esquimalt and Nanaimo Railway, and Winnipeg Joint Terminals, as represented by the Railway Association of Canada, and various employees of said railways, being members mainly of different trade unions representing railway shop crafts.	Employees....	Lines of the several railways concerned west of and including Port Arthur, Ont.	10,000 dir. 25,000 indir.	Against reduction in wages and concerning union recognition.				The alleged dispute concerned railways and classes included in the board constituted under the chairmanship of Mr. Alex. Smith (see above), and it was deemed unnecessary to establish a second board dealing with the same classes.
Aug. 9, 1922	Canadian Pacific Railway Company and certain of its employees, being clerks, checkers, freight handlers, baggage men, etc., members of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.	Employees....	C.P.R. Western Lines.	2,500.....	Against reduction in wages and changed working conditions.				By mutual agreement this dispute was brought within the jurisdiction of a board which had been established to deal with a similar dispute on the Eastern Lines of the Canadian Pacific Railway affecting the same classes of employees (see above).

SESSIONAL PAPER No. 26

Sept. 6, 1922	Grand Trunk Railway Company and its dining and parlor car employees, members of the Canadian Brotherhood of Railroad Employees.	Employees....	C. T. System.....	100.....	Employees' request for a schedule of rules and rates of pay.	.....	.....	Pending the outcome of further direct negotiations the question of establishing a board was allowed to remain in abeyance, and the dispute passed away.
Sept. 25, 1922	Canadian National Railways, Western Lines, and certain of its employees, being members of the International Brotherhood of Steam Shovel and Dredge Men, District No. 6.	Employees....	C. N. R. Western Lines.	100.....	Against reduction in wages and respecting certain working conditions.	.....	Jan. 24, 1923	Proceedings unfinished at the close of the fiscal year.
Sept. 25, 1922	Canadian Pacific Railway Company, Western Lines, and certain of its employees, being members of the International Brotherhood of Steam Shovel and Dredge Men, District No. 6.	Employees....	C. P. R. Western Lines.	75.....	Against reduction in wages and respecting certain working conditions.	.....	Jan. 24, 1923	Proceedings unfinished at the close of the fiscal year.
Oct. 28, 1922	Canadian National Railways, Western Lines, and its dining and sleeping car employees, members of the Canadian Brotherhood of Railroad Employees.	Employees....	C. N. R. Western Lines.	120 dir. 2,500 indir.	Wages, etc.....	.....	.....	Proceedings unfinished at the close of the fiscal year.
Dec. 23, 1922	Toronto, Hamilton and Buffalo Railway Company and certain of its employees, being freight handlers, members of the Canadian Brotherhood of Railroad Employees.	Employees....	Hamilton, Ont.....	50.....	Against reduction in wages and alleged violation of agreement concerning working conditions.	.....	.....	At Minister's suggestion further direct negotiations took place, which resulted in a settlement being reached without board procedure. The application was withdrawn by the employees.
(b) STREET RAILWAYS								
Feb. 1, 1922	Dominion Power and Transmission Company and certain of its employees, being linemen, groundmen, etc., members of the Canadian Electrical Trades Union, Hamilton Branch.	Employees....	Hamilton, Ont.....	60 dir. 300 indir.	Against reduction in wages.	.....	Feb. 27, 1922	The report was unanimous and was accompanied by a memorandum of agreement signed by representatives of both parties to the dispute.

STATEMENT of Applications for Boards of Conciliation and Investigation and Proceedings thereunder, etc.—Continued.

(2) TRANSPORTATION AND COMMUNICATION—Continued

(b) STREET RAILWAYS—Concluded

Date of receipt of application	Parties to dispute	Party making application	Locality	No. of persons affected	Nature of dispute	Names of Members of Board: (c) Chairman; (E) Employer; (M) Employees	Date on which Board was constituted	Date of receipt of report of Board	Result of reference
Feb. 9, Feb. 10, Feb. 11, Feb. 11, 1922	Dominion Power and Transmission Company and Hamilton Street Railway Company, respectively, and various classes of employees, members of Local 700, International Union of Steam and Operating Engineers, and Divisions 107 and 876, Amalgamated Association of Street and Electric Railway Employees of America.	Employees....	Hamilton, Ont.....	571....	Against reduction in wages.	J. M. Godfrey, K.C. (c), 4; F. H. McGuigan (E), 2; Fred Bancroft (M), 1.	Feb. 28, 1922	April 1, April 4, 1922	The report was signed by the chairman and Mr. Bancroft and contained recommendations as to settlement of the dispute. Mr. McGuigan submitted a minority report. The award was accepted by the employees, but not by the company. Renewed negotiations resulted in a settlement of the dispute. It should be noted with regard to the foregoing dispute that four separate applications were received from three classes of workers concerned with one or other of the two employers and the various disputes were referred to a single board, as indicated.
Mar. 31, 1922	Ottawa Electric Railway Company and certain of its employees, being members of Division No. 279, Amalgamated Association of Street and Electric Railway Employees of America.	Employees....	Ottawa, Ont.....	600 dir. 10 indir.	For increased wages and shorter hours and concerning working conditions.	Alex. Smith (c), 4; Geo. D. Kelley (E), 1; Charles J. Tulley (M), 1.	April 18, 1922	May 26, May 26, 1922	The report was signed by the chairman and Mr. Kelley and contained recommendations as to settlement of the dispute. Mr. Tulley submitted a minority report. The award was accepted by the company, but not by the employees. Renewed negotiations resulted in an amicable agreement.
April 13, 1922	Toronto and York Railway Company and its electrical employees on the Metropolitan, Mimico and Scarborough Divisions, being linemen, wiremen, train despatchers, operators, helpers, etc., members of the Canadian Electrical Trades Union, Toronto Branch.	Employees....	Toronto, Ont.....	60 dir. 150 indir.	For increased wages and concerning working conditions.	.....	.....	.....	Negotiations between the disputants were renewed as a result of departmental mediation, and the application was withdrawn by the employees.
April 13, 1922	London Street Railway Company and certain of its employees, being motormen and con-	Employees....	London, Ont.....	240.....	Against reduction in wages.	J. M. McEvoy (c), 4; F. H. McGuigan (E), 1; G. Frank W. McKay (M), 1.	May 5, 1922	June 20, 1922	The report was unanimous and was accompanied by a signed agreement between the disputants.

(c) SHIPPING:

June 6, 1922	Various shipping companies doing business at the Port of Montreal and certain of their employees, being ship liners, members of Local 2098, United Brotherhood of Carpenters and Joiners.	Employees....	Montreal, P.Q.....	120 dir..... 300 to 400 indir.	Against reduction in wages.	H. S. Ross, K.C. (c), 3; David K. Trotter (E), 2; J. T. Foster (M), 1.	June 19, 1922	July 13, 1922	The report was unanimous and contained recommendations as to settlement of the dispute. The findings were rejected by the company, but, through the mediation of a representative of the department, negotiations between the disputants were renewed which resulted in an amicable agreement.
Aug. 23, 1922	Canadian Pacific Railway Company, British Columbia Lake and River Service, and certain of its employees, being members respectively of the Canadian Navigators' Federation, Pacific Division, and of the National Association of Marine Engineers, composed of shipmasters, mates and marine engineers employed in vessels operating between points on Lakes Kootenay, Slokan, Arrow and Okanagan.	Employees....	British Columbia lakes.	55 dir.. Approx. 1,250 indir.	For increased wages and improved working conditions.	Robert S. Lennie (c), 3; E. A. James (E), 1; John Fyfe (M), 1.	Oct. 6, 1922	Dec. 18, 1922	The report was unanimous and contained recommendations as to settlement of the dispute. Advice was received from the company that the board's findings were acceptable to it; the employees, although stating their dissatisfaction with the findings, also accepted the same.

(d) TETRAPIPS

July 31, 1922	Marconi Wireless Telegraph Company and certain of its employees, being members of Federal Labour Union No. 16570, American Federation of Labour.	Employees....	Glace Bay, N.S....	23.....	For increased wages.	Dr. Clarence Mackinnon (c), 3; Stewart McCawley (E), 1; William Ulric Cotton (M), 1.	Aug. 23, 1922	Sept. 21, 1922	The report was unanimous and was accompanied by a signed agreement between the disputants.
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(2) TRANSPORTATION AND COMMUNICATION—Concluded

(d) TELEGRAPHS—Concluded

Date of receipt of application	Parties to dispute	Party making application	Locality	No. of persons affected	Nature of dispute	Names of Members of Board: (c) Chairman; (e) Employer; (m) Employees	Date on which Board was constituted	Date of receipt of report of Board	Result of reference
Aug. 14, 1922	Marconi Wireless Telegraph Company and all certificated Marconi wireless operator employees, members of the Commercial Telegraphers' Union of America, System Division No. 59.	Employees....	All divisions in Canada of Marconi Service.	300 dir..... 100 to 200 indir.	Against reduction in wages and respecting question of overtime; also claim for payment of certain retroactive wage increases included in former agreement.	E. McG. Quirk (c), 4; Melville P. White, (e), 1; Thomas Taylor (m), 1.	Aug. 31, 1922	Sept. 30, 1922	The report was signed by the chairman and Mr. White, and contained recommendations as to settlement of the dispute, which both the company and employees later advised were acceptable to them. Mr Taylor presented a minority report.

(3) MISCELLANEOUS

LIGHT AND POWER

May 19, 1922	Winnipeg Electric Railway Company and certain of its employees, being members of the Gas Workers' Union of Winnipeg (Independent).	Employees....	Winnipeg, Man.....	52 dir..... 22 indir.	Against reduction in wages and changed working conditions.	W. H. Trueman, K.C. (c), 4; C. E. Dafoe, (e), 1; R. S. Ward (m) 1.	May 31, 1922	July 4, 1922	The report was unanimous and resulted in a settlement of the dispute.
June 2, 1922	Montreal Light, Heat and Power Consolidated and certain of the company's employees in its Gas and Electric Distribution and Maintenance Plants, members of various trades unions.	Employees....	Montreal, P.Q.....	1,073 dir..... 1,800 indir.	Against reduction in wages.	E. McG. Quirk (c), 4; Bernard Rose (e), 1; Gustave Francoq (m) 1.	June 12, 1922	July 8, 1922	The report was unanimous and contained recommendations as to settlement of the dispute, which both parties later expressed their willingness to accept.
Mar. 15, 1923	Winnipeg Electric Railway Company and certain of its employees, being members of the Gas Workers' Union of Winnipeg (Independent).	Employees....	Winnipeg, Man.....	2 dir..... 48 indir.....	Alleged unjust dismissals.	R. S. Ward (m), 1.....	.....	.....	Proceedings unfinished at the close of the fiscal year.

SESSIONAL PAPER No. 26

II.—DISPUTES NOT FALLING CLEARLY WITHIN THE SCOPE OF THE INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907

(1) PUBLIC UTILITIES UNDER PROVINCIAL OR MUNICIPAL CONTROL

(a) Civic Employees

April 10, 1922	Municipality of Saanich, B.C., and certain of its employees, being members of the Saanich Employees' Protective Association.	Employees....	Saanich, B.C.....	90 dir..... 72 indir.	Against reduction in wages.	.....	.....	In this case a board could be established only by mutual consent, and, the consent of the municipality not being received, no board was established.	
May 2, 1922	Corporation of the City of Moose Jaw and certain of its employees, being members of Civic Employees' Federal Labour Union No. 9.	Employees....	Moose Jaw, Sask..	60.....	Against reduction in wages and changed working conditions.	W. E. Knowles, K.C. (c), 3; W. D. McIntyre (e), 1; R. H. Chadwick (m), 1.	May 22, 1922	July 3, 1922	The report was unanimous and contained recommendations as to settlement of the dispute. Advice was later received from both parties that the board's findings were acceptable to them.
May 22, 1922	Corporation of the City of Moose Jaw and certain of its employees, being members of Moose Jaw Fire Department and City Fire Fighters' Union, Local No. 151.	Employees....	Moose Jaw, Sask..	30.....	Against reduction in wages.	William A. Munns (c), 3; W. D. McIntyre (e), 1; Edgar H. Cooke (m), 1.	June 13, 1922	July 15, 1922	The report was unanimous and contained recommendations as to settlement of the dispute, which both parties later expressed their willingness to accept.
June 19, 1922	Town Council of Glace Bay and certain of its employees, being members of Federal Labour Union No. 16570, American Federation of Labour.	Employees....	Glace Bay, N.S....	6 dir..... 47 indir...	Dismissal of certain employees.	.....	.....	.....	Shortly after the application was received the dispute was adjusted by direct negotiations.
July 3, 1922	Corporation of the City of Calgary and certain of its employees, being members of the Calgary Fire Fighters' Federal Union No. 19.	Employees....	Calgary, Alberta..	95 dir..... 600 indir.	Against reduction in wages.	.....	.....	.....	In this case a board could be established only by mutual consent, and, the consent of the municipality being refused, no Board could be established.
Mar. 13, 1923	Corporation of the City of Prince Rupert and certain of its employees, being members of Civic Employees' Union No. 20, Trades and Labour Congress of Canada.	Employees....	Prince Rupert, B.C.	60 dir..... 16 indir.	Against reduction in wages and longer hours	His Honour Judge F. McB. Young (c), 3; W. E. Fisher (e), 1; T. Ross Mackay (m), 1.	Mar. 26, 1923	.....	Proceedings unfinished at the close of the fiscal year.

STATEMENT of Applications for Boards of Conciliation and Investigation and Proceedings thereunder, etc.—Concluded.

II.—DISPUTES NOT FALLING CLEARLY WITHIN THE SCOPE OF THE INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907—Concluded.

(1) PUBLIC UTILITIES UNDER PROVINCIAL OR MUNICIPAL CONTROL—Concluded.

(b) RAILWAYS

Date of receipt of application	Parties to dispute	Party making application	Locality	No. of persons affected	Nature of dispute	Names of Members of Board: (c) Chairman; (E) Employer; (M) Employees	Date on which Board was constituted	Date of receipt of report of Board	Result of reference
Mar. 8, 1923	Brantford Municipal Railway Commission and certain of its employees, being street railway workers, members of Local Division No. 685, Amalgamated Association of Street and Electric Railway Employees of America	Employees....	Brantford, Ont.....	41 dir..... 19 indir.	For increased wages and changed working conditions.	.....	.....	.....	Proceedings unfinished at the close of the fiscal year.

(2) MISCELLANEOUS

Mar. 23, 1922	Employers, members of Association of Canadian Building and Construction Industries, Ottawa Branch, and their employees, members of Local No. 428, International Hodcarriers, Building and Common Labourers' Union of America.	Employees....	Ottawa, Ont.....	316 dir..... 800 indir.	Against reduction in wages.	D'Arcy Scott (c), 4; G. A. Crain (E), 1; Martin Ryan (M), 1.	Mar. 31, 1922	April 13, 1922	The report was unanimous and made certain recommendations as to settlement of the dispute.
June 6, 1922	Montreal Master Plasterers' Association and certain of its employees, being members of Local No. 33, International Plasterers' Association.	Employers....	Montreal, P.Q.....	Approx. 500.	For increased wages....	.....	.....	.....	Shortly after the application was received the dispute was adjusted by direct negotiations.
Nov. 21, 1922	Bramsons' Auto Service, Limited, and certain of its employees, being auto and taxi drivers, members of the Montreal Chauffeurs' Local, Interna-	Employees....	Montreal, P.Q.....	19 dir..... 156 indir.	Discrimination against workmen who had joined union and were dismissed.	.....	.....	.....	This dispute was not deemed to be within the scope of the I.D.I. Act for adjustment, and no board was established.

SESSIONAL PAPER No. 26

Feb. 3, 1923	tional Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America.	Employees....	Sydney, N.S.....	3,100.....	For increased wages, eight-hour day and check-off system.	As industry did not come directly within the scope of the I.D.I. Act for adjustment, a board could only be constituted with the joint consent of both parties to the dispute under Section 63. The Registrar indicated to employing company and workmen his entire willingness to establish a board if both parties agreed, but, whilst the matter was under consideration, the employees on February 13 ceased work, on account of a dispute suddenly arising respecting the alleged unfair dismissal of one of their members, a matter apart from differences stated in the application. The efforts of the Minister were devoted to securing a speedy resumption of work, the good offices of the department being exercised to that end, both directly from Ottawa and through Mr. E. McG. Quirk, of Montreal. Direct negotiations were resumed, and the employees returned to work on the 19th February. Meantime the employing company declined to unite with the employees in submitting matters which had been in dispute to a Board of Conciliation and Investigation.
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QUESTIONS ARISING OUT OF INTERPRETATION OF SECTION 57, AS INDICATED IN THE
OPENING REMARKS OF THIS CHAPTER

Several Boards of Conciliation and Investigation were established to deal with differences between the various railways of Canada and certain of their employees in shop crafts. Four distinct Boards of Conciliation and Investigation were established, namely:—

1. Between (1) various railways, members of the Railway Association of Canada, including the Canadian National Railways, the Canadian Pacific Railway, and the Grand Trunk Railway, and (2) workmen, members of Division No. 4, Railway Employees' Department, American Federation of Labour, and being motive power and car department mechanics, helpers and apprentices in the employ of said railways.

2. Between Michigan Central Railroad and certain of its employees being machinists, boilermakers, blacksmiths, carmen, electricians and sheet metal workers.

3. Between Père Marquette Railway Company and certain of its shop employees being machinists, boilermakers, blacksmiths, electricians, carmen, etc.

4. Between New York Central Railway Company, as represented by its officers in charge of the railway shops located at Ottawa, and certain of its employees being members of the Federated Shop Crafts, employed in the Ottawa shops.

Of the four disputes above indicated, it will be observed that three relate to United States railways having lines in Canada, namely, Michigan Central, Père Marquette and New York Central.

In the correspondence arising out of the establishment of these Boards of Conciliation and Investigation it was pointed out to the various railway companies concerned that section 57 of the Industrial Disputes Investigation Act, as understood by the department, required that, with respect to the proposed change in wages, no change could properly be made until the dispute arising had been dealt with by the Board of Conciliation and Investigation to which the dispute had been referred.

With regard to dispute No. 1 in the above list, that respecting Canadian railways generally, the employing companies did not accept the departmental interpretation of section 57 and announced their intention of putting into effect the proposed reduction as from July 16, urging that the employees concerned would be protected "in that should the rates finally agreed upon be more favourable to the employees they would receive retroactive pay."

With regard to disputes Nos. 2, 3 and 4 in the above list, the railways concerned, being United States railways with branch lines in the Dominion, consented to waive the proposed reduction until the dispute arising had been dealt with by the Board of Conciliation and Investigation which had been established.

Statements appearing in the press and representations reaching the department direct indicated considerable unrest among the employees of Canadian railways with respect to the divergence in view between the railways and the employees and led to an exchange of communications between the Department of Labour and the railways.

On July 29 the Deputy Minister of Labour telegraphed each Canadian railway management concerned as follows:—

I am directed to request your attention to statements which are being printed widely in the press with reference to the attitude of the railways involved in dispute with shop crafts workmen on question of deferring proposed changes in wage rates until matters in dispute have been dealt with by Board of Conciliation and Investigation. Minister had assumed management of your railway would be following course which has been adopted by

SESSIONAL PAPER No. 26

other roads involved in disputes with same classes of workmen and where separate Boards of Conciliation have been established, namely, Michigan Central, Père Marquette and New York Central, which have deferred intended reduction of wages until dispute has been dealt with as stated by Conciliation Board, this line of action being that clearly laid down under section fifty-seven of governing statute. Representatives of workmen are, however, requesting information as to intended attitude of railways involved in this dispute, and minister would be pleased to receive assurance as to course your company will take.

REPLIES FROM THE RAILWAYS

The following message was received from each of the principal railways concerned as on various dates between July 31 and August 2:—

Your message of the twenty-ninth addressed to the president of this company directing attention to statements in the press with reference to the attitude of the railways involved in dispute with shop crafts workmen is received, and in reply this company desires to state that, on advice of counsel, we have proceeded along lines which are considered to be in accordance with the law. We are without definite information as to the circumstances which have led to the establishment of Boards of Conciliation in connection with disputes apparently existing on United States railways operating in Canada with same classes of employees, but we understand in a general way that there are several material differences as to the notice given, as to the application made for a board and as to other relevant circumstances. We believe inquiry will show that the United States railways first acted to put reduced rates of pay definitely into effect for their employees in Canada without proper notice or any preliminary negotiations with them. We further believe that these United States railways also put into effect without agreement rules governing working conditions, while in our case the revision of working conditions rules was mutually agreed upon some months ago. The company gave thirty days' notice of cancellation of existing schedule. The company's proposition was that the new rates should be put into effect pending further consideration and negotiation as from date of cancellation of previous schedule. Under this proposition the employees would be protected in that, should the rates finally agreed upon be more favourable to the employees, they would receive retroactive pay to such date of cancellation of old rates. On the other hand, the proposition afforded the company an absolutely necessary feature of protection. Any other course than that adopted by the company would defeat the intent of the agreement entered into after long negotiation between the companies and the employees. Otherwise employees have it in their power to unduly delay the application of new schedule and if former wages continue to be paid and be ultimately reduced company would have no means of reimbursements for amount overpaid. Retroactive provisions were made available to employees when wages were rising and same rule should be applied to present situation. Inasmuch as the railways have agreed to joint proceedings and a Board of Conciliation has been established in this matter, we prefer at this time merely to assure your department that there is every desire on the part of the company to comply with the law and to repudiate the suggestion from any quarter that the company's action is either arbitrary or improper.

RULING OF JUSTICE DEPARTMENT

The question of the interpretation of section 57 of the Industrial Disputes Investigation Act was then taken up by the Minister of Railways with the Department of Justice and resulted in a ruling on the part of the Department of Justice contained in a letter addressed over the signature of the Acting Deputy Minister of Justice (Mr. W. Stuart Edwards) to the Hon. W. C. Kennedy, Minister of Railways and Canals, and under date of August 3, as follows, namely:—

Referring to Mr. Fairweather's conversation with me this afternoon in which he stated that you wish to have a departmental opinion to-day upon a question arising under section 57 of the Industrial Disputes Investigation Act as amended by chapter 29 of the Statutes of 1920, it appears from what Mr. Fairweather tells me that the Canadian National Railways have given notice to their employees of a proposed reduction in wages; that this has resulted in a dispute within the meaning of the Act and that a Board is now being constituted under the Act to deal with the same; that in the meantime the period of thirty days mentioned in the Act has expired; that the railways propose, pending determination of the dispute by the board, to pay their employees from the date of the expiration of said period at the proposed reduced rates; that the employees deny the right of the railways to make any reduction in pay until a report in favour thereof has been made by the board, and that an opinion is desired as to what are the rights of the railways in this connection.

Upon the hasty consideration which I have been able to give to the matter, it would seem that the question depends almost altogether upon the provisions of section 57 of the Act above referred to, which reads as follows:—

“57. Employers and employees shall give at least thirty days’ notice of an intended change affecting conditions of employment with respect to wages or hours; and in the event of such intended change resulting in a dispute, until the dispute has been finally dealt with by a board, and a copy of its report has been delivered through the registrar to both the parties affected, neither of those parties shall alter the conditions of employment with respect to wages or hours, or on account of the dispute do or be concerned in doing, directly or indirectly, anything in the nature of a lockout or strike, or a suspension or discontinuance of employment or work, but the relationship of employer and employee shall continue uninterrupted by the dispute, or anything arising out of the dispute; but if, in the opinion of the board, either party uses this or any other provision of this Act for the purpose of unjustly maintaining a given condition of affairs through delay, and the board so reports to the minister, such party shall be guilty of an offence, and liable to the same penalties as are imposed for a violation of the next preceding section.”

Upon consideration of these provisions I find it difficult to escape the conclusion that the intention of parliament in enacting this legislation was to prevent the doing of that which the railways are proposing to do; that is to say, that the making of a reduction in the actual amount of money paid out to employees on pay-day is making an alteration in the conditions of employment with respect to wages within the meaning of the statute, notwithstanding the fact that the intention of the railways is to account to the employees for the difference if and when a report in favour of the employees has been made by the board.

I do not overlook the fact that in case the railways continue payments at the old rates and the board reports in favour of a reduction they may not succeed in recovering back all of the overpayments so made, but I do not think this circumstance can be looked at as affecting the interpretation of the plain words of the statute.

NOTIFICATION TO RAILWAYS

A copy of the findings of the Department of Justice was forwarded, under date of August 3, to the principal railways by the Honourable W. C. Kennedy, Minister of Railways, together with the following covering letter:—

Strong representations are being made to the Government and it is a matter of current report in the press that, pending the decision of a board to be constituted under the Industrial Disputes Investigation Act, 1907, and amendments, the railways contemplate withholding from employees the differences between wage schedules that have been in effect and new schedules which they have proposed to establish. This procedure has been vigorously protested.

On behalf of the Government, I have to express the view that the railways should act in exact accordance with the law applicable, and your attention is drawn to section 57 of chapter 20 of 1907, as amended by section 5 of chapter 29 of 1910, and further amended by section 5 of chapter 29 of 1920, and reading as follows:—

“Employers and employees shall give at least thirty days’ notice of an intended change affecting conditions of employment with respect to wages or hours; and in the event of such intended change resulting in a dispute, until the dispute has been finally dealt with by a board, and a copy of its report has been delivered through the registrar to both the parties affected, neither of those parties shall alter the conditions of employment with respect to wages or hours, or on account of the dispute do or be concerned in doing, directly or indirectly, anything in the nature of a lockout or strike, or a suspension or discontinuance of employment or work, but the relationship of employer and employee shall continue uninterrupted by the dispute, or anything arising out of the dispute; but if, in the opinion of the board, either party uses this or any other provision of this Act for the purpose of unjustly maintaining a given condition of affairs through delay, and the board so reports to the minister, such party shall be guilty of an offence, and liable to the same penalties as are imposed for a violation of the next preceding section.”

For your information, I attach a copy of an opinion received from the Department of Justice with respect to its interpretation of the above provision of the statutes.

SESSIONAL PAPER No. 26

OTHER CORRESPONDENCE

Other correspondence then ensued as follows:—

MONTREAL, August 9, 1922.

Honourable W. C. KENNEDY,
Minister of Railways and Canals,
Ottawa.

DEAR SIR,—The undersigned have received your letter enclosing copy of the opinion of the Acting Deputy Minister of Justice upon the application of section 57 of the Industrial Disputes Investigation Act to the action taken by the railway companies in establishing a tentative scale of wages pending investigation and report by a Board of Conciliation appointed under the Act.

The railways, upon the advice of their own counsel, are not in accord with the opinion of the Department of Justice. The contention raised has been before the Supreme Court of Nova Scotia in District No. 26, United Mine Workers of America, against the Dominion Coal Company and others, where the court in a carefully considered judgment unanimously decided that a similar proposed reduction is not a change of conditions within the prohibitions of section 57 of the Act. It is thought that this authoritative decision may not have received full consideration in the preparation of the department's opinion.

It is to be pointed out also that it is one of the functions of Boards of Conciliation to recommend the date when rates recommended by them shall come into force. The fairness of the companies' action in tentatively applying a revised scale of wages is a question before the Conciliation Board now in session, and we feel that an expression of opinion from the Government upon the question, obviously based on a misconstruction of the law, is improper and is bound to have an embarrassing effect upon the proceedings before the tribunal properly constituted pursuant to the statute.

The pay-rolls for the last half of July have already been made up, and it is impossible to alter them for payment upon the approaching pay-day. On the other hand, if, as a result of the proceedings of the board, additional payments are agreed upon for the period referred to, they may be added to subsequent pay-rolls.

We would refer also to the facts which led to the present situation. On June 14, pursuant to their agreement with their employees, the railways gave notice of their desire to revise wages, and specified the reductions proposed to be effective a month afterward. In the negotiations which followed it developed that, owing to conditions affecting the same classes of labour in the United States, the employees were unable to concur in any downward revision, and that it would be impossible to conclude any agreement until the situation in the United States should have cleared. The railways then proposed that the reduction should be applied conditionally from July 16, with the understanding that the rates finally agreed upon should be made retroactive to that date. This proposal, it will be observed, effectually protected the interests of employees as well as of the railways, and is the method which has obtained between the railways and the classes of employees involved in negotiations during each of the last four years, but, as it was not accepted on this occasion, the issue then resulting has been referred to a Board of Conciliation. The situation on United States railways has materially changed since the date of the negotiations to which we have referred, it having now been definitely announced by the employees there, who have been on strike for the last six weeks (forming a large majority of the members of the same organizations whose members, employed on Canadian roads, have applied for a Board of Conciliation), that they are willing to return to work at the same reduced rates, effective July 1, as were proposed by Canadian railways, effective July 16.

In these circumstances, we submit that, in fairness to all parties, the railways could not adopt a course of action which they believe is not in accordance with law nor required by the merits of the case.

Yours truly,

(Sgd.) HOWARD G. KELLEY,
President, Grand Trunk Railway System.

(Sgd.) D. B. HANNA,
President, Canadian National Railways.

(Sgd.) E. W. BEATTY,
President, Canadian Pacific Railway.

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OTTAWA, August 10, 1922.

DEAR MR. KENNEDY,—Since writing you on the 3rd instant with regard to the dispute between the Canadian National Railways and certain of its employees, certain representations have been made to me by legal representatives of the railways and my attention has been directed to the joint letter from the presidents of the three railway systems to you dated the 9th instant. These representations have had my careful consideration and I have concluded that they do not contain anything which would justify me to alter the view expressed in my said letter.

The position taken by the railways is that the present case is covered by the decision of the Supreme Court of Nova Scotia in certain injunction proceedings against the Dominion Coal Company *et al.* With this view I am, however, unable to agree, as I think it quite clear that the ground upon which the Appellate Court proceeded in the Nova Scotia case has no application to the present situation.

Yours faithfully,

(Sgd.) W. STUART EDWARDS,
Acting D.M.J.

Hon. W. C. KENNEDY,
Minister of Railways and Canals,
Ottawa.

OTTAWA, August 12, 1922.

E. W. BEATTY, Esq.,
President, Canadian Pacific Railway,
Montreal, P.Q.

DEAR MR. BEATTY,—The Government has had under consideration the correspondence that has passed between the railway executives and the Minister of Railways and Canals, including the letters containing the opinion of the Acting Deputy Minister of Justice, with respect to the application to the existing dispute between the railway companies and certain of their employees in the shop crafts of section 57 of the Industrial Disputes Investigation Act.

It must be apparent that, if the parties to industrial disputes are to be permitted to place their own interpretation upon Acts of Parliament passed for the express purpose of avoiding strikes or lockouts occasioned by industrial disputes and to persist in a course of action which in the opinion of the law officers of the Crown constitutes a direct violation of existing legislation, there can be no guarantee of industrial peace nor indeed of the preservation of law and order throughout the Dominion. As you are well aware, the industrial situation on this continent, as a consequence of existing strikes in the coal mines and on the railways in the United States, is fraught with possibilities of the gravest character. That Canada has been spared a like condition in her mines and on her railways is owing to the legislation enacted by Parliament for the prevention and settlement of industrial disputes and to the loyal and public-spirited manner in which both employing companies and their employees have on the whole respected its provisions.

The relations between the railway companies and their employees and the coal mining companies and their employees in Canada to-day are such that, given continuous operation of the mines and railroads through a due regard for the provisions of the law, the companies concerned and their employees may do much to relieve the existing situation of some of its most alarming features. A contrary course on the part of either of the parties might conceivably precipitate an industrial situation in Canada which would greatly aggravate and intensify the unfortunate consequences of the protracted disputes in the United States.

The Government feels that the public interest demands its utmost vigilance in the preservation of industrial peace in Canada at this time, and that the public has a right to expect that, in its endeavour to uphold the law and secure uninterrupted operation of railway and mining activities, the Government may count upon the co-operation of employing companies and employees alike. Under the circumstances, it is the hope of my colleagues and myself that the railway companies will accept without further question the opinion of the Department of Justice with respect to the interpretation of section 57 of the Industrial Disputes Investigation Act, and immediately restore conditions relative to wages so as to remove any question as to a full compliance with the intention of the Act.

I should perhaps add that, having been waited upon by a deputation representative of the employees concerned, I have assured them that the Government will not hesitate to exert its full influence and power to see that the provisions of the law governing industrial disputes are complied with by all parties. At the same time, I have expressed the view that, once informed of the confirmation of his opinion by the Deputy Minister of Justice, after conference with the legal representatives of the railway companies, the railway executives

SESSIONAL PAPER No. 26

may be expected to adopt such a course as will render unnecessary any further action on the part either of the employees or the Government to secure a due compliance with the provisions of the law. Upon this undertaking, I was assured by the employees' representatives that they would agree to an immediate resumption of the investigation being conducted by the Board of Conciliation to which the dispute in question has been referred, and would refrain, without further conference with the Government, from taking any step calculated to prove prejudicial to the public interest.

I should be pleased to be advised by you by telegraph at your earliest convenience of the action which the Government may expect your company to take in the light of these representations.

Yours sincerely,

(Sgd.) W. L. MACKENZIE KING.

CANADIAN PACIFIC RAILWAY CO.'S TELEGRAPH,

MONTREAL, August 15, 1922.

Right Hon. W. L. MACKENZIE KING,
Prime Minister,
Ottawa.

Answering your letter of the twelfth instant, we need not assure you of our concurrence in your desire that the important business of the country may be carried on without interruption, and that both employers and employees should co-operate in carrying out the laws which have been enacted to that end.

It is quite impossible for us to change our view as to the legality of the course which the railways have taken, and we believe that such action afforded full protection to the interests of both parties.

We must respectfully submit that, notwithstanding the view which the legal advisers of the Government may hold, it is the duty of the company to follow a course which they have been advised is legal and in accordance with binding decisions of the Canadian courts, and necessary to preserve the rights which they consider essential to the protection of their properties.

In view, however, of the decision of the Government to accept the opinion of the Department of Justice, we will undertake, pending an anticipated early report of the Board of Conciliation now sitting, that the scale of shop crafts' wages in force prior to July 16 last will be continued, on the understanding that the companies' case before the Board of Conciliation will not be thereby prejudiced, and that the companies shall not thereby be precluded from taking the position, in negotiating an agreement during or subsequent to the proceedings of the board, that the new scale should be retroactive to July 16 last.

(Sgd.) D. B. HANNA,

(Sgd.) HOWARD G. KELLEY,

(Sgd.) E. W. BEATTY,

PROPOSED AMENDMENTS OF INDUSTRIAL DISPUTES INVESTIGATION ACT

As mentioned in the opening passages of this chapter, a Bill to amend the Industrial Disputes Investigation Act, 1907, was before Parliament for consideration at the 1923 session. The measure was introduced by the Hon. James Murdock, Minister of Labour, in the House of Commons on March 21 and passed unanimously by the House on April 20. The minister explained that the proposed amendments, which related to sections 15, 57 and 58, involved no change in the purpose of the Act, but were designed to convey more clearly the intent of these sections as they now stand and have been understood for a number of years. The Senate subsequently introduced amendments which, in the opinion of the House of Commons, were inconsistent with the purposes of the Bill, and could not be accepted. The view of the House of Commons to this effect was communicated to the Senate, but the latter decided to adhere to its proposed amendments; under these circumstances the Bill was dropped.

The Bill as passed by the House of Commons is printed below. This is followed by the sections of the Industrial Disputes Investigation Act affected by the Bill, with the proposed amendments.

An Act to amend The Industrial Disputes Investigation Act, 1907

His Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:—

1. Subparagraph (b) of paragraph two of section fifteen of *The Industrial Disputes Investigation Act, 1907*, as enacted by section two of chapter twenty-nine of the statutes of 1910, is amended by inserting after the word "committee", in the eighteenth line thereof, the words "of the employees"; and by inserting after the word "employer", in the nineteenth line thereof, the words "or that it has been impossible to secure conference or to enter into negotiations"; and by inserting after the word "further", in the last line thereof, the words "effort or".

2. Section fifty-seven of the said Act, as amended by section five of chapter twenty-nine of the statutes of 1910, and as further amended by section five of chapter twenty-nine of the statutes of 1920, is further amended by inserting after the word "intended", in the second line thereof, the words "or desired"; and by inserting after the word "intended", in the fourth line thereof, the words "or desired"; and by inserting after the word "dispute", in the fourth line thereof, the words "it shall be unlawful for the employer to make effective a proposed change in wages or hours or for the employees to go on strike"; and by inserting, after the word "affected", in the seventh line thereof, the words "the application for the appointment of a board shall be made by the employers or employees proposing the change in wages or in hours";

3. Section fifty-eight of the said Act is amended by inserting after the word "lock-out", in the first line thereof, the words "or making effective a change in wages or hours"; and by inserting after the word "lockout", in the last line thereof, the words "or change".

The following paragraphs show sections 15, 57 and 58 of the Industrial Disputes Investigation Act, the additions proposed by the amending bill being printed in italics:—

Sec. 15 (b)...failing an adjustment of the dispute or a reference thereof by the minister to a board to the best of the knowledge and belief of the declarants a strike will be declared, that the dispute has been the subject of negotiations between the committee *of the employees* and the employer, *or that it has been impossible to secure conference or to enter into negotiations*, that all efforts to obtain a satisfactory settlement have failed, and that there is no reasonable hope of securing a settlement by further *effort or* negotiations. (1910, c. 29.)

Sec 57.—Employers and employees shall give at least thirty days' notice of an intended *or desired* change affecting conditions of employment with respect to wages or hours; and in the event of such intended *or desired* change resulting in a dispute, *it shall be unlawful for the employer to make effective a proposed change in wages or hours or for the employees to go on strike*, until the dispute has been finally dealt with by a board, and a copy of its report has been delivered through the Registrar to both the parties affected; *the application for the appointment of a board shall be made by the employers or employees proposing the change in wages or in hours*; neither of those parties shall alter the conditions of employment with respect to wages or hours, or on account of the dispute do or be concerned in doing, directly or indirectly, anything in the nature of a lockout or strike, or a suspension or discontinuance of employment or work, but the relationship of employer and employee shall continue uninterrupted by the dispute, or anything arising out of the dispute; but if, in the opinion of the board, either party uses this or any other provision of this Act for the purpose of unjustly maintaining a given condition of affairs through delay, and the board so reports to the minister, such party shall be guilty of an offence, and liable to the same penalties as are imposed for a violation of the next preceding section (Am. 1920, c. 29).

Sec. 58.—Any employer declaring or causing a lockout *or making effective a change in wages or hours* contrary to the provisions of this Act shall be liable to a fine of not less than one hundred dollars, nor more than one thousand dollars for each day or part of a day that such lockout *or change* exists.

THE AMENDMENTS EXPLAINED

The minister explained in the House of Commons on April 20 that the proposed amendment in section 15, relating to declarations by trade union officers, would facilitate applications for Boards of Investigation. In certain cases in the past, he said, workers' committees could not make applications as required by this section for the reason that communications which such committees would address to the employer remained unanswered, and that therefore the committees could not literally declare that negotiations had been held as required. Heretofore it had

SESSIONAL PAPER No. 26

been difficult to affirm in certain cases that negotiations had taken place, and that all efforts to effect a settlement by negotiation had failed. The amendment proposed to meet this situation by declaring that, to warrant the forming of a board, it should be sufficient for the workers' committees to make a declaration that it had been impossible to secure a conference or enter into negotiation.

In regard to section 57, which governs the relations of parties pending proceedings, the minister explained the proposed amendments as follows:—

"It is proposed to place clearly upon one of the parties to the dispute the onus or responsibility of applying for the Board of Investigation. In many cases in the past the employer and the employee have waited for one or the other to move, the one expecting that the other was going to ask for a Board of Investigation, neither party accepting it as their responsibility to make the necessary application. It seems as though—in the general orderly process that, I think, Canada requires in the conduct of relations between employers and workmen—the responsibility for making the application should rest somewhere. We are trying, in section 57, to define where that responsibility shall rest and to indicate to either the employer or the employee, as the case may be, that it is his responsibility under the law to make the necessary application for the board."

The minister further emphasized the fact that in the past there had been no obligation upon either party to make a move. By far the largest number of applications that had been made for boards had been made by employees and not by employers. The purpose of the amendment was to assign properly the responsibility for failure to do the thing which the public expects shall be done on the part of an employer or on the part of the employee, and to oblige the party proposing a change to ask for a board if the dispute is not settled by mutual agreement.

THE SENATE AMENDMENTS

In its passage through the Senate the Bill, in the form in which it left the House of Commons, was strongly supported by Senator Dandurand, the Government leader. The principles of the Bill were also in general approved by Senator G. D. Robertson, former Minister of Labour, who favoured the amendments which the Bill proposed, and resisted other amendments proposed in the Senate as impairing the efficacy of the Act as it now stands.

Section 1 of the Bill, amending section 15 of the Act, was allowed to stand.

In the course of a debate on May 15 on section 2 of the Bill, Senator Robertson, former Minister of Labour, remarked as follows:—

"For years after the Industrial Disputes Act became law there was a persistent and continued opposition to it on the part of organized labour in this country, and every year from 1907 to 1912, at the annual sessions of the Labour Congress of Canada, resolutions were passed demanding the repeal of the law—in fact, I think I am safe in saying up to 1917. More recently, by reason of efforts that have been made by succeeding administrations to administer the law fairly and impartially and to show no favouritism to either party, labour slowly and surely acquired some confidence in the honest intentions of the law and the gentlemen who placed it upon the statute book. For sixteen years the labour organizations affected by this legislation had suffered, consequent upon the operation of the Act, all the losses that were entailed thereby, and all they ask, and all the Government asks in presenting this amendment to Parliament, is that the employers to-day be required to do likewise. The law as it stands now contemplated that the employers would respect it in that respect. But in 1922, when the general reduction was threatened, the Department of Justice was consulted, and said: 'Yes, the employers are undoubtedly violating the spirit of the Act, but we are afraid that they cannot be brought to book or penalized in any way'—Why? Because the penalty clauses of the Act only provide penalties for two offences: one, if employees go on strike contrary to the provisions of the Act; and, two, if the employer indulges in a lockout. In this case the employers were not locking out anybody; they were simply saying: 'We are going to reduce your wages; we are not violating the law'. But undoubtedly they were violating the spirit and intent of the law; so the Government to-day ask Parliament to endorse an amendment to the Act which will cause it to be interpreted as it was always intended that it should be, in such manner that will work equitably and fairly to all parties concerned and affected by it."

The Hon. Mr. Dandurand, speaking of the efficacy of the Act in the past, said:—

"The Industrial Disputes Investigation Act has brought about this result in Canada, that of 580 disputes referred under the terms of the statute from 1907 to 1923, there have been only 36 cases in which the threatened strike was not averted. I maintain that this is a very important result. One of the late Ministers of Labour, who was not from the labour world, the late Hon. Mr. Crothers, stated in 1917, after having had the administration of this Act under his supervision, the following opinion:—

'One sometimes hears it said that the labour laws of Australia are far in advance of ours, and I wish to say a word for the Industrial Disputes Investigation Act. Although the Act is not a child of mine, I have never lost an opportunity of giving credit to those who succeeded in getting this Act placed upon the statute book of Canada. I believe the principle involved in it is good, and I am sure that it has been the means of preventing large numbers of strikes. This Act has saved the wage earners of this country millions and millions of dollars. It has maintained industrial peace in scores of cases where very serious troubles would have developed but for the provisions of this or some similar Act.'

Section 2 was deleted from the Bill on the motion of Senator W. B. Ross, who said:—

"If you strike out this section and leave the matter as it is, you will be doing no injustice to labour. It will be in their interest to get as quick a decision as they can. The board can make this award as of the date when the reduction took place, and they will get their money. On the other hand, if you adopt this new procedure and require the company to go on at the existing rate of wages pending the decision of the board, and to do so under a penalty of \$1,000 a day, you may do a great injustice to the company, because if it should take three or four months they would pay out a large amount of wages in that time, and it is a commonplace to say that they would have no way of getting it back. As we are doing no injustice to the labourer and conferring no new right on the employer, I think it would be wise to strike out this section and leave the law as it is."

Senator Béique subsequently made a motion, which was agreed to, that section 57 of the Act stand as at present, but that the following paragraph be added as section 57a:—

"57a: It shall be unlawful for any employer without the consent of a majority of the employees evidenced in writing, signed by them, or their authorized representatives, or for any employee to make any change in the conditions of employment with respect to wages or hours, unless the party making the change has before doing so applied for the appointment of a board to which the dispute shall be submitted, and as regards wages the board may declare its decision retroactive to any date not anterior to that on which the change was made. On the failure of either party to abide by the decision of the board the other party may have recourse to a strike or lockout as the case may be."

On consideration of section 3 of the amending Bill, relating to the penalty for causing lockouts, Senator Lynch-Staunton proposed to amend section 8 of the Industrial Disputes Investigation Act, explaining his proposal as follows:—

"By the provision of subsection 3 of section 8 of the Act of 1907, where the employer and the employee do not agree upon a third arbitrator, the appointment is in the hands of the Minister of Labour. Now, it has been represented to me by very important employers that this is not a very satisfactory condition, and that a great many employers have refused to agree to a board because they have felt that the Minister of Labour, in the nature of things, cannot be an impartial umpire between the contending parties. They say that the selection should be made by a man who is not affiliated with either side. I point out that it has been stated here that nearly all the applications for boards have been made by employees. One of the reasons, as given to me—personally I know nothing about it—is that the labour representative consistently declines to agree to a third man, because he thinks that the Minister of Labour will cast a benevolent eye on his side. I therefore wish to substitute for the Minister of Labour the Chief Justice of the province in which the dispute arises, or, if the dispute interests more than one province, then the Chief Justice of the Supreme Court of Canada. I therefore beg leave to move:—

4. (1) Subsection 2 of section eight of the said Act is hereby repealed and the following substituted therefor:—

'(2) If either of the parties fails or neglects to duly make any recommendation within the said period, or such extension thereof as the minister on cause shown

SESSIONAL PAPER No. 26

grants, the Chief Justice of the province in which the dispute arose, or, if there be no such Chief Justice in that province, the Chief Justice of the highest court of last resort in civil matters in that province, or, in any case where the dispute did not arise in one province only, the Chief Justice of the Supreme Court of Canada, shall as soon thereafter as possible appoint a fit person to be a member of the board; and such member shall be deemed to be appointed on the recommendation of the said party.'

Section 4 of the said section eight is hereby repealed and the following substituted therefor:—

'(4) If the members chosen on the recommendation of the parties fail or neglect to duly make any recommendation within the said period, or such extension thereof as the minister on cause shown grants, the Chief Justice of the province in which the dispute arose, or, if there be no such Chief Justice in that province, the Chief Justice of the highest court of last resort in civil matters in that province, or, in any case where the dispute did not arise in one province only, the Chief Justice of the Supreme Court of Canada, shall as soon thereafter as possible appoint a fit person to be a third member of the board, and such member shall be deemed to be appointed on the recommendation of the other two members of the board.'

Then I will read it altogether:—

(3) The following is hereby added to the said section 8 as subsection 6 thereof:—

In subsections 2 and 4 of this section the expression "Chief Justice" includes any judge duly authorized as and for the Chief Justice."

The foregoing amendment was agreed to by a vote of 26 to 16.

On the third reading, Senator Robertson moved that the bill be referred back to the committee of the whole House for the purpose of reconsidering the proposed amendment to section 8 of the Industrial Disputes Investigation Act, on the ground that there had been a misunderstanding, and also with a view to an amendment which would permit a renewal of the practice of appointing judges as chairmen. Prior to 1920, he said, in almost every case in which the minister had to appoint a chairman of a Board of Conciliation a judge was selected, but in 1920 the Judges Act was amended, and again in 1921 it was further amended, so that judges could be used but not paid. "Experience taught the Labour Department that judges, like other men, are not very anxious to render special services unless they are compensated, so the department has been deprived of the services of judges as chairmen of boards."

Senator Robertson's motion was carried by a vote of 28 to 10. When, however, the Bill was recommitted and Senator Dandurand moved to strike out the amendment of Senator Lynch-Staunton, the committee voted by 35 to 25 to retain the amendment.

A further proposal to amend the Act by adding the following paragraph as section 57b was made by Senator G. V. White, but was negatived without a division:—

57b. It shall be unlawful for employers to declare a lockout, or for employees to go on strike, concerning any further matter or cause other than those affecting conditions of employment with respect to wages or hours, until such matter or cause has been finally dealt with by a board and copy of its report delivered through the Registrar to both parties affected.

The Bill as amended passed its third reading in the Senate on June 20.

NON-CONCURRENCE IN SENATE AMENDMENTS

When the amendments made in the Bill by the Senate were under consideration in the House of Commons on June 25 the Minister of Labour moved:—

"That a message be sent to the Senate to acquaint their Honours that this House disagrees to their amendments to Bill No. 84, an Act to amend the Industrial Disputes Investigation Act, 1907, for reasons that the said amendments defeat the objects aimed at in the Bill and would complicate rather than simplify procedure."

In explanation of the motion the minister made the following statement:—

This Bill as originally introduced into the House of Commons had as its object the amendment of sections 15, 57 and 58. No new features were proposed, the amendments seeking simply to convey more clearly the intent of those sections as they had been generally understood; also in the case of section 58 a specific penalty was provided for an offence with regard to which in the statute as it had stood a penalty was implied but not stated. The principal amendment was that whereby in section 57 it is provided that where employer or workmen intend or desire to make a change in wages or hours "it shall be unlawful for the employer to make effective a proposed change in wages or hours or for the employees to go on strike until the dispute has been finally dealt with by a board and a copy of its report has been delivered through the registrar to both the parties affected." This proposed amendment in no way varies the intent of the clause but makes its meaning indisputable. In the amending Bill this same section 57 is further amended by requiring that "the application for the appointment of a board shall be made by the employers or employees proposing the change in wages or hours." Whilst it has seemed clearly the intent of the statute that an application for the establishment of a board should proceed from the party proposing any such change as contemplated, yet this is not expressly stated, and, in the case of the several hundred boards which have been established in the past sixteen or seventeen years, the applications from the employers have been few in number, not, in fact, exceeding more than two or three per cent, a situation which has worked serious injustice to the workmen and has naturally aroused their resentment. Under the amendment proposed by the Minister of Labour when the employer proposed a change it would be his duty to make application for a conciliation board.

The amending Bill passed the House of Commons without change. As the Bill has been returned to this House, its object with respect to clarification of section 57 is entirely defeated, whilst an additional clause affecting the appointment of the chairman of a board has been added to the Bill, which, if accepted, would tend seriously to delay and embarrass those administering the statute. The Bill as it is now before parliament leaves section 57 without the clarifying additions proposed in the amending statute, but with a clause added which is quite inconsistent with and contrary in its effect to the main clause, for, whereas clause 57 as it now stands provides quite clearly that a change with regard to wages and hours cannot be made effective until any dispute arising has been "dealt with by a board and a copy of its report has been delivered through the registrar to both the parties affected," yet the proposed amendment of the upper house apparently seeks to have the proposed change effective as soon as the application for a board has been made.

The effect of this portion of the proposed addition to section 57 is therefore to render the whole section contradictory and confusing as between its different paragraphs. The remainder of the clause proposed as supplementary to section 57 adds to the confusion by introducing a reference to the retroactive character of the findings of a board. The reference in question does not actually add to the authority which a conciliation board has always been free to exercise, and, with regard to the declaration contained in the last sentence of the supplementary clause that "on the failure of either party to abide by the decision of the board, the other party may have recourse to a strike or lockout as the case may be," this also in no way increases or extends the rights or powers of the parties to a dispute beyond those which they would in any case possess under the statute. The amendment of the upper house with respect to section 57 would, therefore, have the effect of confusing, complicating and delaying procedure, without bringing compensating benefit of any kind.

The amendment proposed by the upper house with regard to section 8 respecting the appointment of a chairman introduces a new feature. The statute as it stands provides for the selection of a chairman by joint agreement when possible of the other two members of a conciliation board, and requires that, where no agreement is reached, the minister shall make the necessary appointment. In about one-half of several hundred boards which have been established a chairman has been secured by agreement. It had become a general though not invariable practice for the Minister of Labour, when called upon to appoint a chairman, to select a judge, but this practice ceased when two or three years ago the Judges' Act was so amended as to prohibit the acceptance by a judge of the fees ordinarily payable to a chairman or member of a conciliation board. It is true that the Minister of Labour is not under the Judges' Act, as it has been amended, prohibited from asking a judge to act as a chairman, nor is a judge apparently prohibited from accepting a chairmanship; but, since fees are no longer payable in such circumstances to a judge, it has not been thought reasonable as a rule to request a judge to undertake the duties involved in a chairmanship; such duties, it will be understood, are frequently of a severe and arduous nature and in nearly all cases are of the highest moment to employers and to large numbers of workmen, as well as frequently to the public. In two cases since the amendment of the Judges' Act, judges have been, however, appointed, once by the Minister of Labour of the late administration and once by the present Minister of Labour, but in the latter case the

SESSIONAL PAPER No. 26

appointment was made on the joint recommendation of the other board members. In both cases the judges concerned accepted from a sense of public duty; no fees were of course paid them. It may be said that there is every advantage in a chairman being secured by joint agreement and the Minister of Labour appoints a chairman with reluctance. Inquiry shows that this has been the case with most previous ministers. The chances of an agreement are manifestly increased when a chairman is secured by joint request of other board members. The method or system, however, under which different Ministers of Labour have made appointments has not been the subject of any known criticism, and certainly the files contain no communications requesting or suggesting a change in the present practice.

The objections to the system laid down in the Senate amendment are obvious. In the first place, the appointment of a chairman by a Chief Justice, whether the Chief Justice of a province or of the Supreme Court of Canada, would entail inevitable delay. Such delays would be particularly unfortunate since, despite every effort under present procedure, one side or other of the disputing parties is sometimes disposed to object to the time necessarily occupied in procedure. In the second place, a Chief Justice or other judge cannot possibly be as intimately seized of the nature of the dispute involved and of the particular type therefore of man wanted for the chairmanship as would be the Minister of Labour, who has established the board and has been in touch with details of procedure from its inception. It would be impossible to convey to a judge at a distant point by correspondence, which would of necessity be as a rule by telegraph with consequent serious expenditure and some danger of inaccuracy, all the particulars which should be properly at hand to enable the judge to reach a correct conclusion as to the type of person apparently best suited for the important duties involved. The judge would exercise his best judgment and the appointment might or might not prove to be a good one. In any case the minister who is charged with the administration of the statute would be freed from responsibility on this most vital aspect of administration and the judges would become involved in the technicalities of departmental procedure. Since a considerable proportion of the disputes dealt with under the statute extend to two or more provinces, the task of naming the chairmen of conciliation boards would under the proposed Senate amendment fall most frequently to the Chief Justice of the Supreme Court, who from the nature of his functions may be presumed to be furthest removed from contact with industrial disputes and necessarily therefore the more dependent on the advice of others as to the type of person best suited for a chairman in a particular case. Despite the high legal and other attainments which a Chief Justice would undoubtedly possess, it is submitted that, in addition to the complication and delays in procedure which the proposed system of appointing chairmen would entail, the suggested change would be highly detrimental to the successful administration of the statute. I would, therefore, move that the amendment of the Senate be not concurred in.

After further debate the minister's motion was agreed to by the House of Commons without a division.

The Senate, on June 27, considered a message from the House of Commons to the effect that the House disagreed with the amendments made by the Senate, for the reason that these amendments defeated the objects aimed at in the Bill, and would complicate rather than simplify procedure. Senator Robertson endeavoured to effect a compromise by having the Senate amendment to section 57 enacted and that to section 8, *re* appointment of chairman, withdrawn, and moved accordingly that the Senate insist on its amendment to section 57, by adding section 57a, as proposed; this motion was carried. Senator Robertson next moved that the Senate do not insist upon its amendment with reference to the appointment of the Chief Justice, but this motion was negatived on a division by 32 votes to 26, and the Senate amendments remained as before. Accordingly a notice was sent to the House of Commons that the Senate insisted upon the amendments made by them in the Bill, for the following reasons: (1) Because the provisions of the Act should be equally applicable to employer and employee; (2) because the selection of the third arbitrator by the chief justice of a court would remove any possible objection that the person selected might be more closely associated with either one of the contending parties.

No further action was taken in the matter by the House of Commons and the amending Bill was dropped for the session with the result that the Act remains unchanged.

II.—CONCILIATION WORK

Apart from the administration of the Industrial Disputes Investigation Act, the good offices of the Department of Labour were employed during the year in connection with the adjustment of many labour disputes. The Minister of Labour assisted personally in certain cases and the services of various officers of the department, and particularly the fair wages officers, who are stationed at different industrial centres, were utilized extensively in conciliation work. The officers in question are: Mr. Theo. Bertrand, stationed at Montreal; Mr. W. D. Killins, stationed at Ottawa; Mr. E. N. Compton, stationed at Toronto; Mr. F. E. Harrison, stationed at Calgary; and Mr. D. T. Bulger, stationed at Vancouver. In addition to the assistance rendered by the fair wages officers, Mr. E. McG. Quirk, of Montreal, though not actually an officer of the department, acted as a special representative in connection with conciliation work in Quebec and the Maritime Provinces; the correspondents of the *Labour Gazette* and officers of the Employment Service of Canada at several points acted also in certain instances as conciliators.

Close attention was given throughout the year to the labour situation in the coal fields of Nova Scotia, Alberta, and British Columbia.

Mr. D. T. Bulger continued to act as Chairman of the Cost-of-Living Commission which was established in 1918 on request of the coal miners and operators of Vancouver island to deal with the cost of living and wages matters there. The other members of this commission are Mr. Tully Boyce, of Nanaimo, on behalf of the coal operators, and Mr. Matthew Gunniss, of Nanaimo, on behalf of the coal miners. Four reports were submitted by this commission, dealing with the cost of living for the quarters ending June 30, 1922; September 30, 1922; December 31, 1922, and March 31, 1923, respectively, and it was understood that wages adjustments were made in the principal coal mines of Vancouver island in accordance therewith.

Mr. F. E. Harrison, resident fair wages officer of the Department of Labour in Calgary, was in constant touch with the labour situation in the coal fields of Alberta and eastern British Columbia during the year. The coal mining industry in Alberta and southeastern British Columbia experienced an interruption in production on the expiry of the agreement between the Western Canada Coal Operators' Association and District 18 of the United Mine Workers of America on March 31, 1922. Efforts had previously been made by the Department of Labour to obviate this occurrence and reference is made elsewhere in the present report to the Board of Conciliation and Investigation which was established under the Industrial Disputes Investigation Act to deal with the matters in dispute. The award of the board was not accepted by the parties concerned and the cessation of coal mining operations continued into the month of August, when the Minister of Labour held conferences with the miners' representatives and executive officers of the Western Coal Miners' Association, which resulted on August 23 in the conclusion of an agreement and the immediate resumption of mining operations. Some 7,500 miners were concerned in this strike, which lasted for nearly five months. In the month of March, 1923, further conferences occurred between the Western Canada Coal Operators' Association and District 18 of the United Mine Workers of America, and an agreement was reached covering the year ending March 31, 1924.

SESSIONAL PAPER No. 26

During the latter part of November a cessation of work took place at the coal mines at Cardiff, near Edmonton, and early in December the strike extended to the mines in and near the city of Edmonton, owing to the demand of the employees for an increase in wages and recognition of their union, which the operators refused. An attempt at mediation was made by the resident fair wages officer in Alberta, but without result. Conferences were held by him with representatives of the employers and employees but no satisfactory basis of adjustment was reached. Altogether nearly 800 employees were involved in the dispute, some of the mines concerned being closed down. In the spring, when the demand for coal lessened, some of the mines had not reopened, and a number of men were, therefore, still nominally on strike.

Labour disputes affecting the coal mining operations in Nova Scotia also received special attention at the hands of the Department of Labour during the past year. Apart from the proceedings under the Industrial Disputes Investigation Act, referred to elsewhere in the present report, the Minister of Labour kept in close touch with these matters personally, and Mr. E. McG. Quirk, of Montreal, visited Cape Breton as a special representative of the Department of Labour to assist in the adjustment of labour relations. Mr. Quirk also proceeded to Sydney under the minister's instructions, in connection with a strike which occurred in the Dominion Iron and Steel Company's mills in February, 1923. Application had been made by the steel workers, members of Sydney Lodge No. 1, Amalgamated Association of Iron, Steel and Tin Workers, in the month of January preceding for the establishment of a board under the Industrial Disputes Investigation Act to deal with their claim for the introduction of an 8-hour day, certain wages changes and the institution of the check-off system. Under section 63 of the Act, a board could only be established, however, with the consent of the company, and such consent was not given. The ensuing strike was attributed to alleged discrimination by the company in the discharge of one of the union officials. Mr. Quirk was instructed on February 14 to proceed to Sydney for the purpose of lending the good offices of the department in promoting an amicable settlement; a settlement was reached three days later.

Mr. Quirk visited Sydney again in March for the purpose of assisting in the avoidance of another impending strike of the steel workers in the Dominion Iron and Steel Company's plant, which, however, occurred some weeks later.

Shortly after assuming office as Minister of Labour in January, 1922, the Honourable James Murdock issued a statement to Canadian employers and workers, especially in the building and construction industries, urging them to endeavour to secure by mutual negotiations agreed understandings as to any wages changes which were to be applicable to work during the season of 1922. In making this appeal, the minister intimated that the Department of Labour did not assume to determine for employer or employee what their agreements as to wages or conditions should be, but urged as a public duty that they should reach mutually satisfactory agreements prior to March 31, so as to ensure that available outside working weather during the spring and summer months might not be wasted. Assistance was given on request by officers of the Department of Labour to the employers and workers in the building trades at certain points in the adjustment of their wages schedules, and there were comparatively few interruptions of work in the building trades during this season.

The strike in the railway shop trades, which occurred on railway lines in the United States in the month of July, 1922, fortunately did not involve the Canadian railways. Reference is made elsewhere to the establishment of

several Boards of Conciliation and Investigation in this connection under the Industrial Disputes Investigation Act, 1907, to which the various disputes arising were referred.

Labour disputes affecting longshoremen and shipping companies occurred during the year at several points including Montreal, Vancouver and Chatham, N.B. No proceedings occurred under the Industrial Disputes Investigation Act in connection with these matters, but the good offices of the Department of Labour were utilized in conciliation proceedings. The most important of these disputes was that which occurred in the harbour of Montreal on the opening of navigation in the month of April. Mr. E. McG. Quirk held several conferences with the respective parties. The strike which occurred on April 17 was settled by mediation of the Mayor of Montreal on May 6.

Letters were received from workmen employed in the textile industry at several points, relative to wages disputes, and officers of the Department of Labour visited several of the cotton mills for the purpose of investigating the complaints and doing what was possible to promote mutual understanding between the employers and workers affected.

Mr. Quirk's services were utilized in the month of August, 1922, in connection with the adjustment of a dispute between the ship-liners of the port of Montreal and the shipping companies. This matter had previously been the subject of a reference under the Industrial Disputes Investigation Act but the report of the board had not been accepted by the companies concerned.

In December, 1922, Mr. Quirk made an investigation into charges that one of the Montreal taxi companies was discriminating against union members by dismissing the latter from its employ. An application was made on behalf of the workmen for the establishment of a board under the Industrial Disputes Investigation Act to deal with this case. As the matter in question was not one coming under the Industrial Disputes Investigation Act, the minister instructed Mr. Quirk to confer with the parties concerned and to do what was possible towards securing a settlement of the dispute. The matter was disposed of after several interviews with the employing company and workmen concerned. An assurance was given by the employer that there would be no discrimination against their employees by reason of their membership in labour unions.

Mr. Compton, apart from the duties of his position as fair wages officer, made an investigation into the earnings of workmen employed on car repairs for the Canadian National Railways in a factory in Hamilton, and reported thereon for the information of the Minister of Labour. Mr. Compton was instrumental also in securing an adjustment in a labour dispute in a wood-working factory in Meaford, Ont.

III.—FAIR WAGES

Reference was made in the last annual report to an Order in Council which was adopted on June 7, 1922, to secure the more effective observance of the fair wages policy; the complete text of the Order in Council was also printed in this report. The fair wages policy of the Government of Canada is based on a resolution of the House of Commons which was adopted at the session of 1900, as follows:—

“That it is resolved, that all Government contracts should contain such conditions as will prevent abuses, which may arise from the subletting of such contracts, and that every effort should be made to secure the payment of such wages as are generally accepted as current in each trade for competent workmen in the district where the work is carried out, and that this House cordially concurs in such policy, and deems it the duty of the Government to take immediate steps to give effect thereto.

“It is hereby declared that the work to which the foregoing policy shall apply includes not only work undertaken by the Government itself, but also all works aided by grant of Dominion public funds.”

Additional force was given to the fair wages resolution in the revision of the Railway Act in 1903 by the inclusion in that statute of a section requiring the payment of current rates of wages to all workmen engaged in the construction of lines of railway towards which the Parliament of Canada voted financial aid. An Order in Council was also adopted in 1907 requiring contractors to post fair wages schedules in a conspicuous place on the public works under construction and to keep a record of payments made to workmen in their employ, such records to be open for inspection by the fair wages officers of the Government. In conformity with the foregoing, conditions have been inserted since 1900 in Government contracts to which the fair wages policy applies requiring the observance of current wages rates. In connection with proposed works of construction schedules have been generally prepared setting forth the minimum wages rates and hours of labour to be observed in the performance of the contract. In other cases a clause was inserted calling for the observance of current wages and hours of the district and providing that in the event of any dispute arising as to what are the current wages or hours the same shall be determined by the Minister of Labour whose decision shall be final.

An examination of the fair wages clauses of the forms of contract in use in the several Government departments, which was made last year at the instance of the Minister of Labour, showed that these clauses differed in various respects. It was felt by the Minister that the labour provisions in question should be made as nearly uniform in terms and administration as possible and the Order in Council of June 7, 1922, adopted on report of the Minister of Labour was accordingly framed with this object in view. The Order in Council contains two sets of labour conditions, marked “A” and “B” respectively, the former applicable to “all contracts made on behalf of the Government of Canada for the construction or remodelling of public buildings of all kinds, railways, canals, roads, bridges, locks, dry docks, elevators, harbours, piers, wharves, lighthouses, and other works for the improvement and safety of transportation and navigation, rifle ranges, fortifications and other works of defence, dams, hydraulic works, slides, piers, booms, and other works for facilitating the transmission of timber, and all other works and properties constructed or remodelled for the Government of Canada;” the like conditions are as far as practicable

observable also by the departments of government in connection with all agreements involving the grant of Dominion public funds in the form of subsidy, advance, loan, or guarantee for any of the purposes mentioned. The conditions marked "B" are observable by the departments concerned in connection with "all contracts for the manufacture and supply to the Government of Canada of fittings for public buildings, harness, saddlery, clothing, and other outfit for the military and naval forces, Royal Canadian Mounted Police, letter carriers, and other Government officers and employees, mail bags, letter boxes, and other postal stores, and any other articles and things hereafter designated by the Governor in Council."

During the year 1922-23 the Department of Labour prepared fair wages conditions in connection with the execution of forty-five contracts. These were divided among the different departments of the Government as follows: Railways and Canals, 11; Indian Affairs, 10; Marine and Fisheries, 9; National Defence, 6; Public Works, 4; Interior, 4; Harbour Commissioners, 1.

WORKS FOR WHICH FAIR WAGES CONDITIONS PREPARED

The following tables give particulars regarding fair wages conditions prepared in the Department of Labour during the fiscal year 1922-23:—

DEPARTMENT OF RAILWAYS AND CANALS

Nature of Work	Locality	Date fair wages conditions supplied by department	Amount of Contract	Issue of Labour Gazette in which fair wages conditions published
Construction of sections 3 and 4.....	Welland Ship Canal, Ont.....	June 17, 1922.....	\$15,497,777.00 (estimated)	Vol. XXII 769
Re-surfacing roadway along north bank of.....	Soulanges Canal, Que.....	July 7, 1922.....	\$145,530.00 (estimated)....	XXII 1214
Placing stone protection on summit level.....	Welland Ship Canal, between Thorold and Port Colborne, Ont.	Aug. 5, 1922.....	\$4.65 per cu. yd.....	XXII 1118
Paving portion of St. Patrick Street.....	Vicinity of Lachine Canal, Montreal, Que.....	Aug. 14, 1922.....	\$23,045.00 (estimated)....	XXII 1214
Dredging.....	Trent Canal, Balsam-Simcoe Division, Ont..	Sept. 21, 1922.....	\$10,000.00 (estimated)....	XXII 1330
Construction of superstructure of a bridge at Lock No. 25, to carry Grand Trunk Railway over.	Welland Ship Canal, Ont.....	Sept. 22, 1922.....	\$41,277.00 (estimated)....	XXII 1330
Manufacture, erection and completion of the steel super- structure for a single track railway bridge over Coffee River at mileage 41.1, and removal of the existing trestle and false-work.	Canadian National Railways, Amos Sub- division, Co. of Bellechase, Que.	Oct. 18, 1922.....	\$25,388.60 (estimated)....	XXII 1214
Construction of a dam.....	Trent Canal, Young's Point, Ont.....	Oct. 24, 1922.....	\$107,197.00 (estimated)....	XXIII 97
Construction and erection of the steel superstructure of a highway swing bridge over.	Rideau Canal, Smith's Falls, Ont.....	Nov. 8, 1922.....	\$8,000.00.....	XXIII 187
Construction of the Long Lake Cut-off.....	Canadian National Railways, Northern On- tario.	Dec. 26, 1922.....	\$775,980.00 (estimated)....	
Supply and erection of the superstructure of a highway steel swing bridge near Lock No. 7.	Chambly Canal, Chambly Basin, Que.....	Jan. 20, 1923....	\$20,000.00.....	

DEPARTMENT OF PUBLIC WORKS

Reconstruction of Parliament Buildings.....	Ottawa, Ont.....	May 1, 1922 } June 7, 1922 }	Amount not specified. Contractors to receive percentage on actual cost of contract.	See XVI 1773 for original contract.
Supply and installation of new heating system in ord- nance stores building.	Westmount, Que.....	July 29, 1922.....	\$6,500.00.....	XXII 1213
Supply and installation of new freight elevator and alter- ations to present elevator enclosure in ordnance stores building.	Westmount, Que.....	July 29, 1922.....	\$7,000.00, and unit prices for additions or deduc- tions in connection with contract. Excavation, \$2.50 per cu. yd. Con- crete, including forms, \$15 per cu. yd. Reinfor- cing steel, 5c. per pound.	XXII 1213
Alterations, etc., to be made to public buildings.....	Sussex, N.B.....	Aug. 9, 1922.....	No contract awarded.	

DEPARTMENT OF MARINE AND FISHERIES

Nature of Work	Locality	Date fair wages conditions supplied by department	Amount of Contract	Issue of Labour Gazette in which fair wages conditions published
				Vol. Page
Erection of a wooden dwelling and steel skeleton tower on Island No. 10.	Vicinity of Shaganash, Lake Superior, Ont..	April 24, 1922....	No contract awarded.	
Construction of a fog-alarm building and wooden bridge.	Vicinity of Guion Island, Cape Breton Co., N.S.	May 4, 1922....	\$6,900.00.	
Construction of a fog-alarm building.....	Vicinity of Lawyer Island, B.C.....	May 12, 1922....	\$3,149.00.	
Construction of a new wooden wing at Miramichi Fish Hatchery.	South Elk, N.B.....	July 17, 1922....	\$4,960.00.	
Construction of a new wooden dwelling house at Winni- pegosis Hatchery.	Snake Island, Lake Winnipegosis, Man.....	July 17, 1922....	\$5,237.00.	
Construction of a wooden dwelling.....	Vicinity of Red Head, St. John Co., N.B..	Sept. 23, 1922....	\$4,634.00.	
Construction of a wooden dwelling and outbuildings.....	Spectacle Island, Queen's Co., N.S.....	Nov. 2, 1922....	No contract awarded, by day work performed by day labour.	
Construction of stone foundations at the Atlantic Bio- logical Station.	St. Andrews, N.B.....	Dec. 1, 1922....	\$970.00.	
Construction of a wooden dwelling.....	Vicinity of East Point, King's Co., P.E.I....	Mar. 28, 1923....	No contract awarded when information written for on Mar. 30.	

DEPARTMENT OF NATIONAL DEFENCE

Maintenance of military property.....	Halifax, N.S.....	May 11, 1922....	No contract awarded, work performed by day labour.
Maintenance of military property.....	Rockcliffe Rifle Range, Rockcliffe, Ont.....	June 9, 1922....	No contract awarded, work performed by day labour.
Maintenance of military property.....	London, Ont.....	Aug. 16, 1922....	No contract awarded, work performed by day labour.
Repairs to floors of drill hall.....	Windsor, Ont.....	Aug. 19, 1922....	\$2,890.00.
Overhauling of electric light system at the armoury of the 4th Field Company, C.E.	Montreal, Que.....	Nov. 27, 1922....	No contract awarded work performed by day labour.
Clearing trees and bush on several areas inside Petawawa Camp ground.	Petawawa, Ont.....	Jan. 18, 1923....	No contract awarded.

SESSIONAL PAPER No. 26

DEPARTMENT OF INDIAN AFFAIRS

Alterations and additions to Indian boarding school.....	Fort Alexander Indian Reserve, east shore of Lake Winnipeg, Man....	July 22, 1922....	\$20,700.00.
Erection of a portion of new Indian boarding school near	Edmonton, Alta.....	Aug. 8, 1922....	No contract awarded.
Erection of a barn.....	Alberni Boarding School, Alberni, B.C.....	Aug. 23, 1922....	\$6,361.70.
Erection of a barn.....	Coqualeetza Indian Institute, Sardis, B.C....	Aug. 24, 1922....	\$10,445.00.
Alterations and additions to.....	Mohawk Institute, Brantford, Ont.....	Sept. 7, 1922....	\$35,180.00.
Erection of a small day school.....	Big Cove Indian Reserve, N.B.....	Sept. 13, 1922....	No contract awarded.
Erection of a small day school.....	Katzie Indian Reserve, near Port Hammond, B.C.	Sept. 14, 1922....	\$3,033.00.
Erection of two small day schools.....	Tyendinaga Indian Reserve, near Deseronto, Ont.	Sept. 14, 1922....	\$5,850.00.
Erection of a small hospital.....	Blackfoot Indian Reserve, south of Calgary, Alta.	Sept. 18, 1922....	No contract awarded.
Erection of a large Indian boarding school.....	Sardis, B.C.....	Mar. 12, 1923....	

DEPARTMENT OF THE INTERIOR

Improvements in government park.....	Rocky Mountains Park, Banff, Alta.....	Schedule furnished monthly.	No contract awarded, work performed by day labour.
Improvements in government park.....	Jasper Park, Jasper, Alta.....	April 11, 1922.... Aug. 2, 1922....	No contract awarded, work performed by day labour.
Rock work in government park.....	Rocky Mountains Park, Banff, Alta.....	Jan. 20, 1923....	No contract awarded, work performed by day labour.
Improvements in government park.....	Waterton Lakes Park, Waterton, Alta.....	Mar. 14, 1923....	No contract awarded, work performed by day labour.

HARBOUR COMMISSIONS

Construction of grain elevator No. 3.....	Harbour of Montreal, Montreal, Que.....	Mar. 26, 1923....	At end of fiscal year no contract had yet been awarded.
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TABLE showing, by Provinces, the Fair Wages Conditions prepared, 1922-23.

Department of Government	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Alberta	British Columbia	Total
Railways and Canals...				4	7				11
Public Works.....			1	2	1				4
Marine and Fisheries....	1	2	3		1	1		1	9
Indian Affairs			1		2	1	2	4	10
National Defence.....		1		1	4				6
Interior.....							4		4
Harbour Commissioners				1					1
Total.....	1	3	5	8	15	2	6	5	45

POST OFFICE CONTRACTS.—List of supplies furnished the Post Office Department by contract, or otherwise, under conditions for the protection of the labour employed, which were approved by the Department of Labour, 1922-23.

Name of Order	Amount of Order
Making metal dating stamps and type and making other hand stamps and brass crown seals.....	\$ 11,084 33
Making and repairing rubber stamp daters, etc.....	2,950 47
Supplying stamping material, pads and ink.....	3,001 94
Making and repairing post office scales.....	1,842 05
Supplying mail bagging.....	70,977 75
Supplying mail bag fittings.....	60,771 08
Making up and supplying official uniforms.....	114,852 51
Making and supplying letter carriers' satchels.....	478 82
Supplying mail clerks' tin boxes, also repairing letter boxes, etc., and hampers.....	3,445 87
Making and repairing miscellaneous articles.....	2 20
Total.....	\$ 269,407 02

FAIR WAGES COMPLAINTS ON GOVERNMENT WORKS

As in previous years complaint was made to the Department of Labour in various cases that contractors for Government works were not complying with the fair wages requirements of their contracts. Most of these complaints related to alleged payment of lower wages rates than were contemplated by the contract. Investigation was made of all these complaints by fair wages officers of the Department of Labour and steps were taken to secure the rights of those concerned. Some of the contracts in question contained fair wages schedules. In other cases it was necessary for the fair wages officer to ascertain the rates current in the district, the requirement of the contract in these cases being that the contractor should pay the workpeople the rates of wages current in the district for the various classes of labour required.

The principal complaints received during the year related to the contracts for the construction of the Welland Ship Canal, which was the largest public work under way during the year. The first contracts on the Welland Ship Canal were placed in 1913. Work under these contracts was, however, discontinued during the war, but was later resumed under the direction of the

SESSIONAL PAPER No. 26

Department of Railways and Canals. Contracts for the completion of sections 1, 2, 3, 4 and 5 were subsequently let by the Dominion Government and provision was made in all cases for the observance of the rates of wages and hours of labour current in the district for different classes of workmen employed. At the beginning of the season of 1922 various reductions were proposed in the wages rates which were unacceptable to the classes of labour affected. Inquiry was accordingly made by the Minister of Labour into the current wages conditions for the corresponding trades in the district and a schedule was sanctioned by the minister setting out the rates payable on the canal contracts, effective from May 1.

Following is a list of the complaints relative to alleged non-payment of fair wages rates on Government contract which were dealt with by the Department of Labour during the year:—

TABLE of Fair Wages Complaints on Government Works and Disposition thereof during the fiscal year ending
March 31, 1923

Complaint received	Locality and public work	Department affected	Subject of Investigation	Disposition
April 11, 1922	Rockcliffe, Ont..... Rifle Ranges.	National Defence.....	Alleged that carpenters were not being paid the prevailing rate of wages.	The matter was taken up with the Department of National Defence, and assurance was received that the prevailing rate would be paid.
April 19, 1922	Vancouver, B.C., Ballantyne Pier.	Vancouver Harbour Commissioners.	Strike of steam and operating engineers on account of reduction in wages.	Through the mediation of an officer of the department, who held conferences with the contractors, the engineers returned to work.
April 28, 1922	Toronto, Ont., Harbour Works.	Public Works.....	Complaint regarding proposed reduction in wages of hoisting and portable engineers and demand for increased wages by carpenters.	The complaint of the hoisting engineers was referred to the Department of Public Works and was also investigated by an officer of the Department of Labour, who reported that the proposed new rates were those which had been recommended previously by the Department of Labour to the Department of Public Works. Further recommendations concerning wages were made to the Department of Public Works and assurance was received that the same would be put into effect. The demand of the carpenters for increased wages was also investigated by an officer of the department and an increase was recommended to the Department of Public Works to be retroactive from July 1.
May 1, 1922	Welland Ship Canal.....	Railways and Canals.	1. Announcement by contractors of certain reductions in wages scale in effect during previous season.	1. The Minister of Labour prepared a fair wages schedule, setting out the current rates of the district payable to the different classes of workmen employed on the canal works, based on enquiries made throughout the district by two of the departmental fair wages officers. The rates contained in the schedule were disputed at the outset by the contractors, but were later accepted and made effective from May 1.
June 3, 1922			2. Complaint that workmen in some cases were requested to work excessively long hours at straight time.	2. The fair wages schedule sanctioned by the Minister of Labour did not deal with the subject of hours. The Minister expressed a desire that overtime work should be avoided as far as possible. The ten-hour day which had been in force during the previous summer continued in effect until the winter, when the working day was reduced to one of nine hours.
June 7, 1922			3. Request of steam shovel men for introduction of monthly system of pay to replace hourly rates.	3. Investigation was made by an officer of the department of this request, but it was not felt that the conditions of employment on other steam shovel work in the district justified the department in requesting the contractors to accept the workers' demand. A strike occurred of the latter on August 14, but was ineffective.
June 10, 1922			4. Complaint that the rate fixed for locomotive crane operators was lower than the rates current in the district.	4. Consideration was given to this complaint by the Minister, who did not feel that the information submitted warranted a change in the minimum rate previously set in the fair wages schedule. The rate for locomotive crane operators was, however, increased by the contractors during the fall.
July 19, 1922			5. Claim made by form builders employed on one of the sections of the canal for the same rates of pay as carpenters.	5. The claim of the workmen was presented in the form of a round robin and was supported by the threat of a strike. Their demand was granted.
Nov. 17, 1922			6. Claim that electric hoist runners were entitled to the same wages rate as steam hoist engineers.	6. Enquiry failed to elicit information to support the claim in question and no action was taken.
			7. Individual claims for back time pay were received by the Minister of Labour from a number of workmen.	7. The claims in question were adjusted by the contractors.
Feb. 8, 1923			8. Alleged that iron-workers engaged in erection of bridge were not receiving the current rate of wages of the district.	8. The current rate of wages payable under the terms of contract was determined by the Minister after enquiry by an officer of the Department and was put into effect by the contractors.

SESSIONAL PAPER No. 26

May 24, 1922	Providence Bay, Manitoulin Island, Ont., Wharf.	Public Works.....	Alleged that the prevailing rates of wages were not being paid to skilled workers.	The matter was taken up with the Department of Public Works, who investigated the same and found that skilled labour was not being employed on this work and that the current rate was not being paid for common labour. Assurance was later received that an increase had been granted to the complainants.
July 17, 1922	Trent Canal, Nassau Dam	Railways and Canals.	Alleged that carpenters were not being paid the current rates in the district.	An officer of the department investigated the matter and found that the claim was justified. A fair wages rate was recommended to the Department of Railways and Canals and made effective from July 15, 1922.
Aug. 10, 1922	North Sydney, Cape Breton, N.S., Repairs to breakwater. Barrington Cove, Sydney Mines, N.S., Reconstruction of wharf. Little Bras d'Or, Cape Breton, N.S., Repairs to wharf.	Public Works.....	Alleged that the prevailing rates of wages were not being paid.	The matter was referred to the Department of Public Works. Advice was received that an increase was being granted.
Jan. 25, 1923	Brantford, Ont., Redecorating Post Office.	Public Works.....	Alleged that painters were not being paid the prevailing rate of wages.	The matter was taken up with the Department of Public Works and was also investigated by an officer of the department and it was found that the claim was not justified.
Feb. 10, 1923	Montreal, Que., Grain Elevator No. 1, Steel storage bins.	Harbour Commissioners.	Alleged that the current rates in the district were not being paid.	The matter was taken up with the Department of Marine and Fisheries, who investigated the same and advised that the work in question was not being performed by contract nor with the aid of any grant of Dominion public funds, but was being executed by employees of the Harbour Commission and that the wages paid conformed to a schedule agreed on between the Harbour Union of Montreal and the Commissioners in April, 1922, effective for one year.
Mar. 17, 1923	Esquimalt, B.C., Naval hospital.	Public Works.....	Alleged that the prevailing rates of wages were not being paid, and requesting that a fair wages schedule be posted on the works.	An officer of the department investigated the matter and found that the current rates of wages were being paid. The matter was also taken up with the Department of Public Works, who gave instructions to have the fair wages clause of the contract posted on the works.
Aug. 8, 1922	Esquimalt, B.C., Dry-dock	Public Works.....	Alleged that the sub-contractors were not paying overtime rates for time worked on Saturday from 12 o'clock noon to midnight. (Reference was made to this complaint in the last annual report.)	The matter was investigated by an officer of the department and it was found that two shifts were employed. The Minister of Labour made a ruling to the effect that where two shifts are employed, straight time at the regular hourly rates shall apply for work performed from 12 o'clock noon to midnight Saturday. The contractors were notified that a third shift which had been employed by one of the sub-contractors would be subject to overtime rates for hours in excess of forty-four per week.

IV.—STATISTICAL BRANCH

Under arrangements with the Dominion Statistician in accordance with the "Statistics Act, 1918," certain classes of statistics which specially relate to the work of the Department of Labour are dealt with by the officers of the department in co-operation with the Dominion Statistician, in close association with statistics of general social and economic conditions as organized in the Dominion Bureau of Statistics. The classification of industries and occupations drawn up in the Bureau is followed in the compilation of the statistics of labour. This arrangement was approved, as required under the Statistics Act, 1918, by an Order in Council dated October 16, 1922.

The following paragraphs review the statistical work of the department as to strikes and lockouts, wages and prices. A statement as to fatal industrial accidents appears in chapter V of the present report.

STRIKES AND LOCKOUTS DURING 1922

Strikes and lockouts during the calendar year 1922 numbered 85, as against 145 for the preceding year, but the number of workers involved stood at 41,050, as compared with 22,930 during 1921. In the amount of time loss, as well as in the number of employees involved, the figures in the disputes of 1922 greatly exceeded those of 1921, there being 1,975,276 working days lost in 1922, as against 956,461 in 1921, but approximately 50 per cent of this time loss occurred in a single strike, that of the coal miners in Alberta and British Columbia, which lasted from April to the end of August.

The departmental record of strikes and lockouts in Canada was begun on the establishment of the department toward the end of 1900 and particulars of industrial disputes have been given each month in the *Labour Gazette*; also as early in each year as possible a summary statement for the previous calendar year is printed in the *Labour Gazette*, with a statistical analysis. The figures are given for the calendar rather than the fiscal year, because in this form they become more easily comparable with statistics on the same subject gathered in other countries, which also as a rule use the calendar year. The figures printed are inclusive of all strikes which come to the knowledge of the department, and the methods taken to secure information practically preclude probability of omissions of a serious nature. So far as concerns figures given with respect to duration of strikes, numbers of employees concerned, etc., it is impossible always to secure exact information, but the estimate made in such cases is the result of painstaking methods in the collection of data, and, with increasing experience in dealing with the subject, it is believed that the statistics indicate the conditions with reasonable precision.

The record of the department includes lockouts as well as strikes, but a lockout or an industrial condition which is undoubtedly a lockout is rarely encountered. In the statistical tables, therefore, strikes and lockouts are recorded together under the term "industrial disputes".

A strike or lockout, included as such in the records of the department, is a cessation of work involving six or more employees, and lasting more than one working day. Disputes of only one day's duration or less and disputes involving less than six employees are not included in the published record, but a separate record of such disputes is maintained in the department. During 1922

SESSIONAL PAPER No. 26

there were 14 such disputes involving 796 employees and a time loss of 1,539 working days. Among these 14 disputes there were the following involving fairly large numbers of employees: 2 strikes of coal shippers at Sydney, N.S., for increased wages, involving 202 employees, lasting 8 hours and 24 hours respectively, and causing a total time loss of 269 working days; a strike of coal miners at Drumheller, Alberta, for increased wages, involving 120 employees and a time loss of 120 working days; and a strike at a pulp and paper plant at Fort Frances, Ontario, for increased wages, involving 146 employees and a time loss of 243 working days.

The feature of the year was the great time loss due to strikes of employees in coal mining, 1,219,064 working days out of the total of 1,975,276 being due to the strikes in this industry, while most of this time loss, 931,960 days, occurred in a single strike in British Columbia and Alberta (District 18 of the United Mine Workers of America). In addition to this strike and the strike of nearly 15,000 miners in Nova Scotia in August, lasting nearly three weeks, there were twelve other strikes in coal mining. The accompanying chart shows that during the 22 years for which a record is available the time loss in strikes in coal mining has been great in 1922, 1919, 1917, 1913, 1911, 1910, 1909 and 1903, and that in each of these years it accounted for a large proportion of the total time loss for the year, except in the year 1919. The general strike at Winnipeg in 1919, in sympathy with a strike of the metal trades in that city, and the general sympathetic strikes in other cities, accounted for the large total of time loss due to metal trade strikes in that year. (The time loss in working days for metal trades in 1919, shown in the chart, includes also the time loss incurred in strikes in sympathy with strikes in the metal trades that year, 851,095 at Winnipeg and approximately 25,000 at Toronto, leaving a loss of 1,117,609 days for strikes in the metal trades only.) It will be noted that, except in 1918, 1919 and 1920, there has been very little time loss due to strikes in the metal trades.

The most important strikes of the year were two strikes of coal miners, that in British Columbia and Alberta, District 18 of the United Mine Workers of America, from April 1 to August 28, and that in Nova Scotia, District 26 of the same organization, from August 14 to September 5. The first of these strikes was against a proposed reduction in wages and was concurrent with a strike of coal miners in the United States against a reduction of wages. As in the United States, the scale of wages prior to the strike was renewed for the period September 1 to March 31, 1923, in most of the mines concerned. In Nova Scotia wages had been reduced early in the year and the employees struck for a renewal of the 1921 rates. The settlement provided for increased rates, but lower than in 1921. An account of these strikes appeared in the *Labour Gazette* for September.

Other important strikes were those in the printing trades, most of which commenced in the early summer of 1921, for the 44-hour week in job printing offices. Ten of these were carried over into 1922 and were also unsettled at the end of the year. The number of men on strike, however, was reduced gradually, settlements being effected with some employers, while some of the employees secured work with other employers and some returned to work on the employers' terms.

A strike of the railway employees of the steel and coal companies in the neighbourhood of Sydney, N.S., which began on November 22, 1920, was not settled until November 25, 1922, the employees resuming work on December 1, 1922, under agreements between the employing companies and committees of employees which established rates of pay and working conditions.

Other strikes causing considerable time loss were those of fishermen in British Columbia in July, coal miners near Edmonton in December, clothing

workers in Montreal on several occasions, and longshoremen in Montreal in April and May.

Of the 85 strikes and lockouts during the calendar year, 15 were carried over from 1921, there being 70 disputes commencing in 1922. The number of employees involved in these 85 disputes was 41,050 and the total time loss was estimated at 1,975,276 working days. This is ascertained by multiplying the number of men directly affected through each strike, or lockout, by the number of working days they are so affected during the time the firm or establishment is involved.

An analysis by numbers of employees involved shows 1,000 or more employees involved in 4.7 per cent of the disputes, while in 56.5 per cent there were less than 100, and in 81.2 per cent less than 250 employees involved. As in 1921, a large proportion of the strikes were of brief duration, 43.6 per cent ending within 15 days. The number of strikes lasting 30 days or over was 21.2 per cent of the total number. As regards time loss, 31.8 per cent of the disputes resulted in a loss of less than 500 working days each and 42.4 per cent in a loss of less than 1,000 working days each. There were 4 strikes which resulted in a time loss of over 100,000 days each, two being in the mining group and two in the printing and publishing group.

The province most affected by industrial disputes during the year 1922 was Alberta, where 20 disputes (23.5 per cent of the total) occurred, involving 10,562 employees and causing a time loss of 966,842 working days. Nova Scotia had only 5 strikes, but 15,136 employees were involved and 321,062 working days lost. In Quebec there were 19 disputes, involving 10,666 employees and resulting in a time loss of 223,343 working days, while in Ontario the 24 disputes recorded affected only 2,934 employees, but caused a time loss of 368,018 working days.

An analysis by industries shows that, measured by time loss, the mining, smelting and quarrying group sustained the greatest loss, with 1,219,064 working days lost or 61.7 per cent of the total time loss for the year. The printing and publishing group was second with a time loss of 534,874 working days, or 27.1 per cent of the total. The time loss in the remaining groups was comparatively small, the third greatest loss being only 2.6 per cent of the total. The mining group was also the one most affected by disputes, when the unit of measurement is the number of employees involved, 25,179 employees having been affected. The clothing group was next with 5,626 employees, and water transportation third with 3,119 employees involved. The greatest number of disputes in any one group was 17 in building and construction. The mining, smelting and quarrying group was second with 14, and the printing and publishing third with 13 disputes.

Classified by causes, 58 of the 85 disputes recorded, or 68.2 per cent of the total, involved wages. Of this number 41 were in protest against wage reductions. Eight were for increased wages, 7 for increased wages and shorter hours and 2 for increased wages and other changes. In 4 of the strikes the cause was protest against longer hours, while 7 were for union recognition.

Fifteen disputes terminated in favour of the employees and 35 in favour of the employers; 20 were settled by compromise; while 15 were indefinite or unterminated. Taking the number of employees as the unit of measurement, the records show that 7,947 employees were involved in strikes that terminated unfavourably for them, while 14,462 were concerned in strikes which terminated in their favour. There were 15,796 employees involved in strikes that were settled by compromise, and 2,845 in disputes which remained unterminated at the end of the year, or were indefinite in result.

SESSIONAL PAPER No. 26

As regards methods of settlement, 35 terminated as a result of negotiations between the parties in dispute, 5 through efforts of conciliation or mediation, instituted in three cases through the Department of Labour, and one by arbitration. In 15 disputes the employees returned to work on the employers' terms and in 13 strikes the strikers were replaced by other workers.

RECORD OF INDUSTRIAL DISPUTES BY YEARS

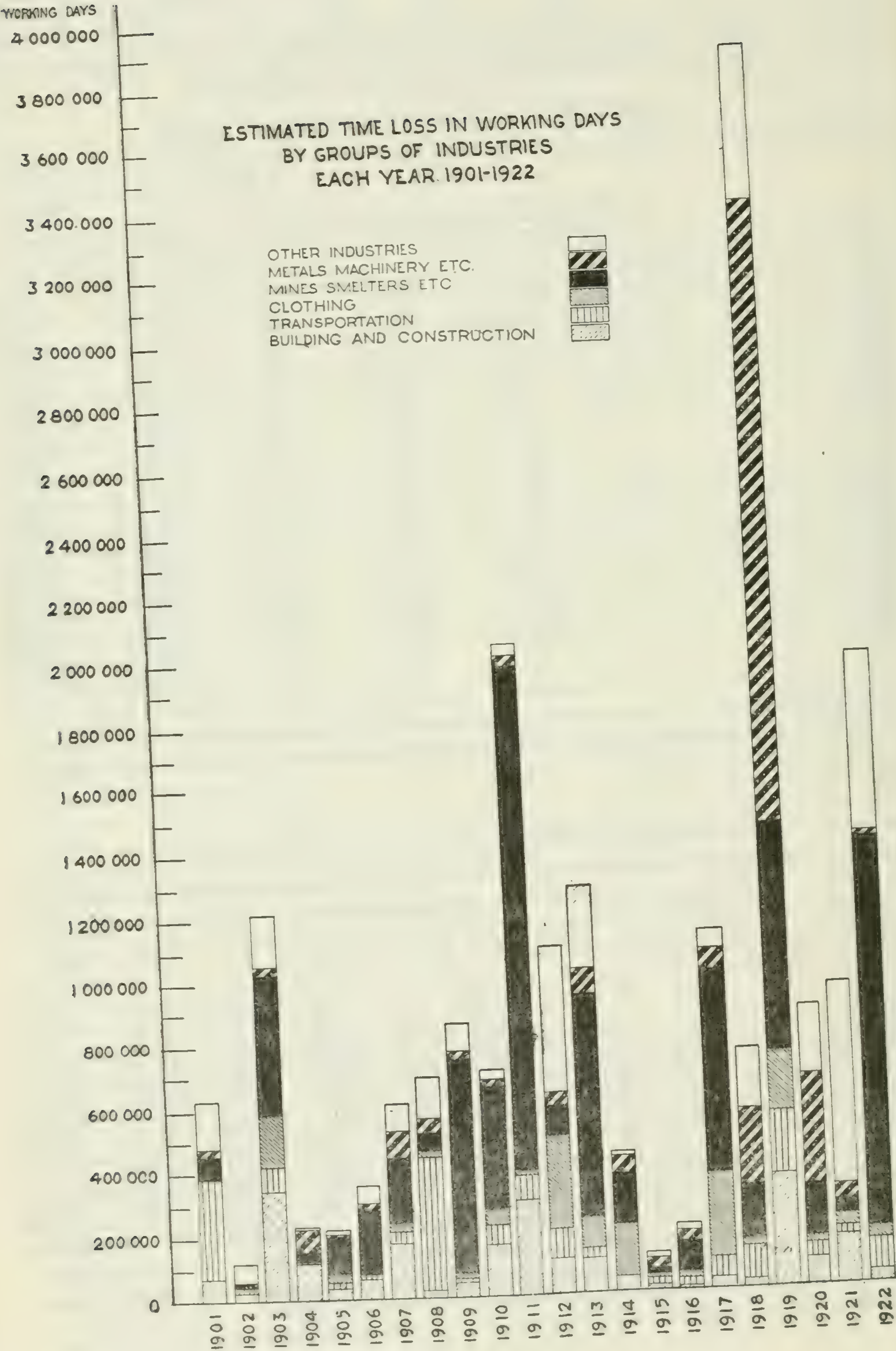
Year	Number of Disputes		Disputes in existence in the year		
	In existence in the year	Beginning in the year	Employers involved	Employees involved	Time loss in working days
1901.....	104	104	273	28,086	632,302
1902.....	121	121	420	12,264	120,940
1903.....	146	146	927	50,041	1,226,500
1904.....	99	99	575	16,482	265,004
1905.....	89	88	437	16,223	217,244
1906.....	141	141	1,015	26,050	359,797
1907.....	149	144	825	36,224	621,962
1908.....	68	65	175	25,293	708,285
1909.....	69	69	397	17,332	871,845
1910.....	84	82	1,335	21,280	718,635
1911.....	99	96	475	30,094	2,046,650
1912.....	150	148	989	40,511	1,099,208
1913.....	113	106	1,015	39,536	1,287,678
1914.....	44	40	205	8,678	430,054
1915.....	43	38	96	9,140	106,149
1916.....	75	74	271	21,157	208,277
1917.....	148	141	714	48,329	1,134,970
1918.....	196	191	766	68,489	763,341
1919.....	298	290	1,913	138,988	3,942,189
1920.....	285	272	1,273	52,150	886,754
1921.....	145	138	907	22,930	956,461
1922.....	85	70	569	41,050	1,975,276
Total.....	2,751*	2,663	15,572	770,327*	20,579,530*

* In these totals figures for disputes extending over the end of a year are counted more than once.

INDUSTRIAL DISPUTES, 1920, 1921 AND 1922, BY MONTHS

Period	Disputes in existence			No. of employees affected			Time loss in working days		
	1920	1921	1922	1920	1921	1922	1920	1921	1922
January.....	35	23	22	2,800	1,765	3,435	35,535	30,646	68,474
February.....	25	31	24	2,345	2,906	3,200	30,920	36,361	62,935
March.....	28	32	20	4,116	3,468	2,569	39,027	55,502	62,737
April.....	48	29	26	6,899	4,453	13,086	75,445	63,480	272,946
May.....	79	56	31	13,856	9,323	13,433	159,072	175,889	279,857
June.....	66	50	25	15,793	10,239	11,093	185,732	188,020	263,402
July.....	59	41	21	10,016	9,413	15,553	137,841	92,891	255,734
August.....	30	31	25	4,840	3,442	25,364	74,366	73,273	450,692
September.....	29	26	23	2,806	3,948	17,736	28,330	59,849	99,732
October.....	21	17	18	6,168	1,897	3,240	72,893	46,036	54,758
November.....	21	18	14	2,295	3,354	2,036	27,269	73,149	48,023
December.....	14	18	15	1,822	3,750	2,950	20,324	61,365	55,986
Year.....	*285	*145	*85	*52,150	*22,930	*41,050	886,754	956,461	1,975,276

* These figures relate only to the actual number of disputes in existence and the employees involved during the year, not being a summation in each case of the monthly figures.



WAGES AND HOURS OF LABOUR

Statistics as to wages and hours of labour are secured to a considerable extent in connection with the work of the department on strikes and lockouts, industrial agreements, conciliation and mediation proceedings under the Industrial Disputes Investigation Act, 1907, fair wage schedules, and reports of changes in wages and hours. Reports are also secured each year from representative employers in the various industries and from labour organizations as to the rates of wages in effect.

The series of bulletins on wages and hours of labour in Canada begun in 1921 has been continued, Report No. 4 issued in December, 1922, giving information as to rates of wages in certain trades and industries for 1921 and 1922. The accompanying table from that bulletin indicates the movement in wage rates during 1922 as compared with previous years for the classes included, and these index numbers are intended to show the trend in wage rates pending the calculation and publication of an index number covering the industries more completely. It will be noted that during 1922 wages continued to decline in the building trades, metal trades, on electric and steam railways, and in coal mining, as well as in factories and in lumbering, while in printing trades there was a slight decline in hourly rates.

The classes of labour for which rates were used for the calculation of the index number table for the period 1901 to 1922, are, in the main, skilled trades; and practically all, even the unskilled, are in most cities organized to a great extent in trade and labour unions. The statistics given in these tables, therefore, show wage rates and hours of labour in a number of organized occupations in certain cities at the period under review. They do not, however, indicate the changes in wages outside of industrial centres.

The index numbers showing to some extent the trend of wages for labour in factories and for the lumbering industry are calculated from sample rates for establishments throughout the Dominion and provide a comparison of the changes in these classes with the changes in the classes mentioned above. For instance the index numbers for these samples from 1911 to 1922 indicate that rates of wages for these classes increased from 1913 to 1920 in somewhat greater proportion than for occupations in the building, metal, printing trades, etc. The figures for 1921, as compared with 1920, in most cases showed somewhat greater decreases in the average for employees in factories and in lumbering than in the building, metal, printing trades, etc., but for 1922 the changes in the various groups, with the exception of printing, seem to average about five per cent decrease.

14 GEORGE V, A. 1924

TABLE OF INDEX NUMBERS OF RATES OF WAGES FOR VARIOUS CLASSES OF LABOUR IN CANADA,
1901-1922

1913=100

Year	Build- ing Trades	Metal Trades	Print- ing Trades	Electric Rail- ways	Steam Rail- ways	Coal Mining	Average	Com- mon Factory Labour	Miscel- laneous Factory Trades	Lum- bering
1901.....	60.3	68.6	60.0	64.0	70.8	82.8	67.8	.....	.....	.....
1902.....	64.2	70.2	61.6	68.0	73.6	83.8	70.2	.....	.....	.....
1903.....	67.4	73.3	62.6	71.1	76.7	85.3	72.7	.....	.....	.....
1904.....	69.7	75.9	66.1	73.1	78.6	85.1	74.8	.....	.....	.....
1905.....	73.0	78.6	68.5	73.5	78.9	86.3	76.5	.....	.....	.....
1906.....	76.9	79.8	72.2	75.7	80.2	87.4	78.7	.....	.....	.....
1907.....	80.2	82.4	78.4	81.4	85.5	93.6	83.6	.....	.....	.....
1908.....	81.5	84.7	80.5	81.8	86.7	94.8	85.0	.....	.....	.....
1909.....	83.1	86.2	83.4	81.1	86.7	95.1	85.9	.....	.....	.....
1910.....	86.9	88.8	87.8	85.7	91.2	94.2	89.1	.....	.....	.....
1911.....	90.2	91.0	91.6	88.1	96.4	97.5	92.5	94.9	95.4	93.3
1912.....	96.0	95.3	96.0	92.3	98.3	98.3	96.0	98.1	97.1	98.8
1913.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1914.....	100.8	100.5	102.4	101.0	101.7	101.9	101.4	101.0	103.2	94.7
1915.....	101.5	101.5	103.6	97.8	101.7	102.3	101.4	101.0	106.2	89.1
1916.....	102.4	106.9	105.8	102.2	104.9	111.7	105.7	110.4	115.1	109.5
1917.....	109.9	128.0	111.3	114.6	110.1	130.8	117.5	129.2	128.0	130.2
1918.....	125.9	155.2	123.7	142.9	133.2	157.8	139.8	152.3	146.8	150.5
1919.....	148.2	180.1	145.9	163.3	154.2	170.5	160.4	180.2	180.2	169.8
1920.....	180.9	209.4	184.0	194.2	186.6	197.7	192.1	215.3	216.8	202.7
1921.....	170.5	186.8	193.3	192.1	165.3	208.3	186.1	190.6	202.0	152.6
1922.....	162.5	173.7	192.3	184.4	155.1	197.8	176.8	183.0	189.1	146.7

Reports of important changes in wages and hours of labour are also given in the *Labour Gazette* from time to time. The reports and bulletins in the Annual Census of Industry issued by the Dominion Bureau of Statistics are reviewed in the *Labour Gazette* and the tables as to wages and earnings in each industry are reproduced in summary form.

The department secures so far as is possible copies of all industrial agreements between employers and employees and schedule of wages, and these are summarized each month in the *Labour Gazette*, sections of special importance or significance being given in full.

PRICES

The publication in the *Labour Gazette* each month of statistics of retail prices of staple goods, and of coal and wood and coal oil, and as to the rentals of six-roomed workingmen's houses in some sixty of the industrial centres of Canada, begun in 1910, has been continued. As during 1921, the figures as to food prices have been secured through the Dominion Bureau of Statistics from representative butchers and grocers in these centres as well as through the resident correspondents of the *Labour Gazette*. The calculation of a weekly family budget of foods, fuel and rent, in order to show the changes in the costs of these items from month to month, which has been continued and supplemented by information as to the changes in the cost of clothing, boots, etc., secured quarterly, has made possible the publication from time to time in the *Labour Gazette* of a table showing, by percentages, the changes in the cost of the principal items of family consumption as in the accompanying table.

In connection with the statistics of wholesale prices published by the department in special reports from 1910 to 1917 and monthly in the *Labour Gazette* since 1911, it is to be noted that, as a result of an arrangement made in 1918, the Dominion Statistician has constructed a new index number of whole-

SESSIONAL PAPER No. 26

sale prices in Canada designed to replace that published by the department as the official index number for Canada. The new index number was published shortly after the close of the fiscal year in a special report entitled "Prices and Price Indexes, 1918-1922." This publication contained two index numbers. The first, "unweighted" like that published by the Labour Department, covered the period 1890 to 1921 and was constructed chiefly from the records of prices back to 1890 compiled and published by the department. The other, "weighted" according to the importance of the commodities, covered the period 1919 to 1922, and this index is kept up to date from month to month and is published in the *Labour Gazette*. Both of these index numbers are based upon prices in 1913 as 100. The index number calculated by the department covering the period 1890 to date (based upon prices 1890-1899 as 100) is now, therefore, published only in summary form in order to afford comparison with the earlier years. This will be discontinued when the Dominion Statistician has carried the new "weighted" number back for years prior to 1913. Other index numbers of wholesale prices in Canada calculated by Professor H. Micheil, the Canadian Bank of Commerce and the United States Federal Reserve Board, are given in summary form each month in the *Labour Gazette*.

Statistics as to the movements of prices in other countries have been published as in previous years, the considerable development of statistical work of this nature in nearly all countries having increased the amount of information available.

The statistics of wholesale prices collected by the department have been in considerable demand during the past year in connection with the analysis of the trend of prices and industrial and trade conditions.

The statistics of prices and cost of living have been used to a considerable extent in the adjustment of wages, while in some cases employers and employees have agreed to adjust wage rates from time to time according to the cost of living statistics in the *Labour Gazette*.

In the coal mining district of Vancouver island the operators and the miners have agreed to continue the arrangement made at the end of 1918, whereby the changes in the cost of living are ascertained every three months by a commission and a corresponding change in wages is effected. Such adjustments in wages are in the nature of a flat increase (or decrease) for all classes of employees, including the clerical and office staffs. The following adjustments were recommended and made during the fiscal year: May 1, 1922, an increase of $8\frac{1}{2}$ -9 cents per day; August 1, 1922, a decrease of 2 cents per day; November 1, 1922, a decrease of $15\frac{1}{2}$ -16 cents per day; February 1, 1923, a decrease of 4 - $4\frac{1}{2}$ cents per day. The lower of the two rates is for mines where the base rate was \$3 per day and the higher where the base rate was \$3.15 per day. The commission consisted of Mr. D. T. Bulger, Fair Wages Officer of the Department of Labour, chairman; Mr. Tully Boyce, for the operators; and Mr. Matthew Gunniss, for the miners.

CHANGES IN THE COST OF LIVING IN CANADA FROM 1913 TO 1923

(Percentages of increase in cost by groups over 1913)

Date	Food	Fuel	Rent	Clothing	Sundries	All
Dec. 1914.....	8	2*	8*	10	.....	2
Dec. 1915.....	11	3*	16*	25	5	4
Dec. 1916.....	38	10	14*	43	10	19
Dec. 1917.....	67	34	6*	67	45	43
Dec. 1918.....	86	63	2	98	60	61
Dec. 1919.....	101	66	17	134	80	79
July 1920.....	130	91	34	160	90	101
Dec. 1920.....	102	118	39	135	90	92
Mar. 1921.....	80	109	39	95	87	77
June 1921.....	52	97	43	73	81	63
Sept. 1921.....	61	89	44	67	70	62
Dec. 1921.....	50	87	45	58	66	56
Mar. 1922.....	44	81	45	55	64	53
June 1922.....	39	79	46	55	64	51
Sept. 1922.....	40	90	47	55	64	53
Dec. 1922.....	42	87	46	55	64	53
Mar. 1923.....	47	90	47	55	64	55

* Decrease.

V—LABOUR GAZETTE

During the past fiscal year the *Labour Gazette* has been published monthly in both English and French, the average paid up monthly circulation of the English edition having been 8,968 copies, and of the French edition 1,632 copies. Many paid subscriptions are received from individual subscribers and several chartered banks and employers of labour have subscribed for certain of their officials. Included in the subscription list also are the names of many labour organization units which have subscribed for their whole membership. In addition to the paid circulation of the *Labour Gazette* copies are distributed gratuitously to public libraries, boards of trade, labour organizations, government departments, newspapers, trade journals (both at home and abroad), as well as to persons from whom the department seeks information. The average monthly distribution of complimentary copies has been 4,159 of the English edition and 575 of the French, making an aggregate monthly average circulation of the *Labour Gazette* for the fiscal year of 15,334 copies.

The *Labour Gazette* constitutes the medium of publication of the official record of all proceedings under the Industrial Disputes Investigation Act, 1907, and publishes in full all reports of boards of conciliation and investigation. It also prints either complete or summarized reports of proceedings of official commissions, of employers and workers' conventions, and of international and other important conferences held in Canada and other countries and relating to industrial matters. The *Labour Gazette* also contains in condensed form information concerning industrial disputes and agreements, fluctuations in employment, changes in wages and hours of labour and other working conditions, the course of wholesale and retail prices in Canada and other countries, fatal industrial accidents, technical education and many other subjects. In order that such information with respect to Canada shall be as comprehensible as possible, the department maintains correspondents in some sixty-three industrial centres in the Dominion. Reports have been given of important legal proceedings and of typical legal decisions affecting labour. Among the outstanding legal decisions that have been summarized were two delivered by the Permanent Court of International Justice, one with reference to the appointment of workers' delegates to the International Labour Conference and the other in regard to the competence of the International Labour Organization to deal with agricultural labour, a judgment of the United States Supreme Court respecting the liability of trade unions for strike damages; an important decision reported also was a judgment of the Judicial Committee of the Privy Council respecting the employment of Orientals in British Columbia lumber camps. Summaries were published of new legislation of an industrial or social nature enacted in Canada, Great Britain, the United States and other countries, and the text of various Orders in Council of interest to labour was given in full. Among the special articles appearing in the *Labour Gazette* during the year may be mentioned a summary of the proceedings under the Industrial Disputes Investigation Act since 1907, and an analysis of the changes in the cost of living in Canada and other countries from 1913 to 1922. The subject of apprenticeship was dealt with in a number of articles, and other interesting movements such as labour banks, workers' education, housing plans, etc., were discussed from time to time.

In the preparation and indexing of volume XXII of the *Labour Gazette*, which covers the calendar year 1922, care has been taken to present material in concise form in order both to facilitate the work of reference and to effect economy in the matter of space. During the year it was found necessary to have reprints of certain articles of unusual industrial interest.

In addition to the work in connection with the publication of the *Labour Gazette* there was prepared in this branch a compilation of labour legislation enacted by the Dominion and provinces during 1922. Information with reference to various matters dealt with in the *Labour Gazette* was also supplied on request, particularly with regard to labour legislation and industrial accidents.

The *Labour Gazette*, being an official publication, and the matter appearing therein being largely of a specialized nature, its contents become frequently a matter of quotation. Credit to the *Labour Gazette* is usually given where the publication quoting is of recognized standing, and the journals named below are among those which, during the year, reprinted, in whole or in part, original articles appearing in the *Labour Gazette*. The following list is by no means inclusive, and does not of course include ordinary references to the monthly and quarterly statistical articles on employment, prices, industrial accidents, etc.: International Labour Office, Industrial Labour Information, British Labour Gazette, United States Monthly Labour Review, Weekly News Summary (U.S. Department of Labour), American Labour Legislation Review, Bloomfield's Labour Digest, Industrial News Survey, New Zealand Employers' Federation Industrial Bulletin, Industrial Canada, Canadian Manufacturer, Maritime Mining Record, Social Welfare, Ottawa Capital, International Brotherhood of Blacksmiths, Drop Forgers, and Helpers' Monthly Journal, and Labour Leader.

FATAL INDUSTRIAL ACCIDENTS IN CANADA, IN 1922

The Department of Labour maintains a record of fatal accidents occurring to workmen in the course of their employment, collected from Provincial Workmen's Compensation Boards, Factory and Mines Inspectors, the Board of Railway Commissioners, the press, and other sources. This record is published quarterly in the *Labour Gazette*, with an annual summary, the special object being to illustrate the hazards connected with specific employments.

In the Vital Statistics section of the Dominion Bureau of Statistics, a comprehensive record of deaths, including deaths by accident, is maintained monthly through transcripts forwarded by the Provincial Registrars General (P.C. 693, dated April 22, 1919). Deaths in this record are classified by causes according to the International Code. The Transportation Branch of the Bureau also compiles a special report on railway accidents. The departmental record is checked annually for verification and definite report with the vital statistical returns of the Bureau—similarity of industrial and occupational classification being maintained.

The accompanying table summarizes the statistics as to fatal industrial accidents in Canada from month to month with comparative figures for the year 1921.

While an effort has been made to have the record as complete as possible it should be understood that it does not necessarily include all the fatal industrial accidents that may have occurred in the course of the year.

During the year reports of industrial fatalities were received by the Department from a number of sources, among which may be mentioned the following: For Canada, the Board of Railway Commissioners and the Explosives Division

SESSIONAL PAPER No. 26

of the Department of Mines, Ottawa; for Nova Scotia, the Workmen's Compensation Board, and the Department of Public Works and Mines; for New Brunswick, the Workmen's Compensation Board; for Quebec, the Department of Public Works and Labour, and the Bureau of Mines; for Ontario, the Factory Inspector, the Workmen's Compensation Board, the Ontario Railway and Municipal Board, the Algoma Central and Hudson Bay Railway, the Algoma Steel Corporation Limited, and the Lake Superior Paper Company; for Manitoba, the Bureau of Labour, and the Workmen's Compensation Board; for Saskatchewan, the Bureau of Labour; for Alberta, the Workmen's Compensation Board; and for British Columbia, the Department of Mines, and the Workmen's Compensation Board.

According to the record, 1,107 deaths were due to industrial accidents in 1922 as compared with 922 in 1921. The transportation and public utilities group had the largest number of fatalities, there being 317 deaths, or 28.6 per cent of the total for all groups. Of these 141, or 12.7 per cent, occurred on the steam railways, and 88, or 7.9 per cent, in water transportation. Seventy-one deaths occurred in the steam railway service through the worker being struck by, run over by, or crushed by or between cars or engines, 24 were due to derailments and collisions, and 24 to falls from cars and engines. In the mining, non-ferrous smelting and quarrying group, there were reported 168 deaths, of which 97 occurred in the coal mining industry. Falls of rock, stone, etc., and cave-ins accounted for 65 deaths, 37 were due to explosions, and 19 to mine and quarry cars. In the manufacturing industry there were 159 deaths recorded, 43 of which occurred in saw and planing mills, 39 in the industries of iron, steel and their products, and 10 in the vegetable foods, drink and tobacco group. In the saw and planing mills, 20 deaths were due to machinery and "prime movers" used in the working of machinery and 9 were due to "flying objects" including wood rebounding from saws, etc. In the iron, steel and their products group, 7 deaths were due to trains and 5 were caused by infection. In the lumbering industry, 147 deaths were reported, of which 36 were due to falling trees, branches, etc., and 37 were due to drowning. In the construction group, there were 145 deaths, 40 of which were due to falls and 32 to falling objects. The record of all the industries shows 69 deaths due to machinery and "prime movers", 39 due to hoisting apparatus, and 118 to dangerous substances, among which are included: steam escapes and boiler explosions, 6; explosive substances, 58; and electric currents, 41. There were 124 deaths due to drownings, 26 to infection and 17 to asphyxiation.

The distribution according to provinces showed Ontario with the highest death record, 469, while in British Columbia and Quebec there were 190 and 155 respectively. In the monthly analysis the largest number was shown in December, there being 119 fatalities reported in that month, while in August there were 116. In the third quarter of the year there were 335 deaths reported and in the last quarter 326. Further particulars of these fatalities can be obtained from the quarterly statements appearing in the issues of the *Labour Gazette* for June, August and November, 1922, and February, 1923. In addition to the fatalities given in these quarterly statements five others have since been reported, all of which occurred in Ontario. These comprised a bushman killed by being struck by a tree, a motorman with a mining company killed by the overturning of a car, an engineer with a manufacturing company who fell through a trap door, a labourer at a creamery who received a fractured skull, and a sailor who was drowned.

FATAL INDUSTRIAL ACCIDENTS DURING 1922, BY MONTHS

Industry or Trade	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total	Per cent of Total
Agriculture.....		1	8	2			8	17	16	5	6	6	65	5.9
Logging.....	6	10	9	15	12	7	15	10	9	16	24	14	147	13.3
Fishing and Trapping.....	1		2	2	5			2			2	6	20	1.8
Mining, Non-Ferrous Smelting and Quarrying.....	12	9	8	5	13	7	8	29	17	20	17	22	163	15.2
Metalliferous mining.....	4	3	2	2	4	4	1	2	1	6		6	35	3.2
Coal mining.....	5	3	6	3	7		5	23	16	6	12	11	97	8.8
Non-metallic mineral mining and quarrying, n.e.s.....	3	1					1	4		8	2	3	22	2.0
Clay products and structural materi- als, n.e.s.....		2	1		2	3	1				3	2	14	1.2
Manufacturing.....	9	13	13	9	17	17	17	14	13	8	13	15	159	14.4
Vegetable foods, drink and tobacco..		1	8			1	1	1	1			2	10	.9
Animal foods.....					2	1	2	3				1	9	.8
Textiles.....	1					1			1				3	.3
Clothing, n.e.s.....						1							1	.1
Leather, fur and products.....				2			1						3	.3
Rubber goods.....			1				2						3	.2
Pulp, paper and paper goods.....	1	3			6	2	1	1	1		1	3	19	1.7
Printing and publishing.....	1		1							1			3	.3
Saw and planing mills.....	2	4	4	6	5	4	3	2	4	5	3	1	43	3.9
Wood products.....					1		1		1	1	3		7	.6
Iron, steel, and products.....	3	3	3		2	5	5	5	3	2	2	6	39	3.5
Non-ferrous metal products.....							1				1		2	.2
Non-metallic mineral products.....	1	1						1	1				4	.4
Chemical and allied products.....		1	1	1	1	1					2	1	8	.7
Miscellaneous industries.....						1		1	1		1	1	5	.5
Construction.....	4	3	3	12	9	25	25	15	14	14	8	13	145	13.1
Buildings and structures.....	2	1		3	5	6	10	5	4	11	4	4	55	5.0
Railway construction.....			1	2	2	6	5		2	2	3	1	24	2.1
Shipbuilding.....												1	1	.1
Miscellaneous construction.....	2	2	2	7	2	13	10	10	8	1	1	7	65	5.9
Transportation and Public Utilities....	15	19	18	43	15	30	35	21	29	29	24	39	317	28.5
Steam railways.....	13	13	5	12	9	18	11	9	12	13	11	15	141	12.7
Street and electric railways.....		1				1	2				1	2	8	.7
Water transportation.....	1	3	6	24	3	3	13	3	4	5	4	19	88	7.9
Air transportation.....				1									1	.1
Storage and local transportation.....		1	2	2	3	2	3	4	9	7	4	3	40	3.6
Telegraphs and telephones.....	1	1	5	3		3		2	1				16	1.5
Public utilities, n.e.s.....				1		3	6	3	2	4	4		23	2.1
Trade.....	1		2	3	1	1	1	2	3		2	1	17	1.5
Retail.....	1		2	2	1	1		1	3		1	1	13	1.1
Warehousing.....				1			1	1			1		4	.4
Service.....	3		2	2	6	4	4	4	5	5	3	1	39	3.5
Public and municipal.....	3		2		3	4	3	1	4	3	3		26	2.3
Custom and repair.....				1									1	.1
Recreational.....									1				1	.1
Laundering and dyeing.....					1			1					2	.2
Personal.....				1	2		1	2		2		1	8	.8
Miscellaneous.....	2	3	1	3	2	3		2	2	5	5	2	30	2.7
Totals for 1922.....	53	58	65	96	80	94	111	116	108	103	104	119	1107	100.0
Revised figures for 1921.....	72	64	68	73	86	73	91	75	81	85	84	70	922	

VI. THE EMPLOYMENT SERVICE BRANCH

The present statement represents the fifth annual report of the Employment Service Branch of the department, known commonly as the Employment Service of Canada, being for the fiscal year ended March 31, 1923. Agreements were effected with all the provinces except New Brunswick and Prince Edward Island. Agreements were also made with the cities of Moncton, Chatham and St. John, New Brunswick, in accordance with the 1920 amendment to the Employment Offices Co-ordination Act. The New Brunswick Government arranged with the municipalities concerned to pay twenty-five per cent of their expenditure on employment offices.

At the beginning of the year there were seventy-six employment offices operating under the Employment Offices Co-ordination Act and at the end of the year there were seventy-eight, distributed among the provinces as follows: Nova Scotia, 5; New Brunswick, 3; Quebec, 5; Ontario, 26; Manitoba, 10; Saskatchewan, 10; Alberta, 6; British Columbia, 13. During the year the office at Kelowna, B.C., was closed and new offices were opened at St. John, New Brunswick, and The Pas, Manitoba. In addition a separate office for women was opened in Halifax, N.S., and two junior offices were listed for Winnipeg (one for girls and one for boys) instead of one.

The agreements effected with the provinces and with the municipalities respectively followed generally the lines of the preceding year, the only change of importance being with regard to the matter of unrefunded advances for transportation. Since 1919 unrefunded advances for travelling expenses of persons sent to employment at a distance and secured through the Employment Service have been included as proper expenditures under the Act, provided that no payment was to be made by the Federal Government on account of losses in excess of ten per cent of the total advances made during the year. This limitation was omitted in the 1922-23 agreement.

LIST OF EMPLOYMENT OFFICES

The following is a list of employment offices and clearing houses operated under the Employment Offices Co-ordination Act as at March 31, 1923:—

Nova Scotia.—Amherst, Halifax (2), New Glasgow, Sydney.

New Brunswick.—Chatham, Moncton, St. John.

Quebec.—Hull, Montreal, Quebec, Sherbrooke, Three Rivers.

Ontario.—Belleville, Brantford, Chatham, Cobalt, Fort William, Guelph, Hamilton, Kingston, Kitchener, London, Niagara Falls, North Bay, Oshawa, Ottawa, Pembroke, Peterboro, Port Arthur, Sarnia, Sault Ste. Marie, St. Catharines, St. Thomas, Sudbury, Timmins, Toronto (2), Windsor.

Manitoba.—Brandon, Dauphin, The Pas, Portage la Prairie, Winnipeg (6).

Saskatchewan.—Estevan, Moose Jaw, North Battleford, Prince Albert, Regina (2), Saskatoon, Swift Current, Weyburn, Yorkton.

Alberta.—Calgary, Drumheller, Edmonton, Lethbridge, MacLeod, Medicine Hat.

British Columbia.—Cranbrook, Fernie, Kamloops, Nanaimo, Nelson, New Westminster, Prince George, Prince Rupert, Revelstoke, Vancouver (2), Vernon, Victoria.

Provincial Clearing Houses.—Montreal, Toronto, Winnipeg, Regina, Calgary, Vancouver.

Interprovincial Clearing Houses (Department of Labour).—Eastern Clearing House, Ottawa; Western Clearing House, Winnipeg.

STATISTICAL REPORT OF EMPLOYMENT OFFICES

During the year the number of applications for employment reported by the offices of the Employment Service was 547,377, of which 440,663 were from men and 106,714 from women. During the preceding year applications for employment numbered 546,168.

The number of vacancies notified by employers to the Employment Service was 489,816, of which 383,878 were for men and 105,938 for women workers. Vacancies reported to the Service during the preceding year totalled 437,682.

During the fiscal year the offices of the Service effected a total of 412,527 placements, of which 300,982 were in regular employment, and 111,545 in casual work. (Employment of a duration of one week or less is termed casual). Placements of men in regular employment numbered 267,558, and of women were 33,424, while of the placements in casual work 65,832 were of men and 45,713 of women. The total number of placements reported during the fiscal year 1921-22 was 363,475, of which 276,867 were in regular employment and 86,608 in casual work.

The following tables show the applications, vacancies and placements, in regular and casual employment as reported by the offices of the Employment Service of Canada in the various provinces during the fiscal year:—

TABLE NO. I.—Applications for employment as reported by the offices of the Employment Service of Canada in the various Provinces during the year April, 1922-March, 1923 (Inclusive).

Province	Men	Women	Total
Nova Scotia.....	12,050	3,008	15,058
New Brunswick.....	9,348	2,335	11,683
Quebec.....	30,058	7,105	37,163
Ontario.....	158,374	44,223	202,597
Manitoba.....	51,147	23,245	74,392
Saskatchewan.....	67,076	6,999	74,075
Alberta.....	43,914	8,711	52,625
British Columbia.....	68,696	11,088	79,784
Canada.....	440,663	106,714	547,377

TABLE NO. II.—Vacancies in regular and casual employment as reported by the offices of the Employment Service of Canada in the various provinces during the year April, 1922-March, 1923 (Inclusive).

Province	Men	Women	Total
Nova Scotia.....	8,799	2,713	11,512
New Brunswick.....	8,391	2,170	10,561
Quebec.....	12,074	6,016	18,090
Ontario.....	150,771	45,186	195,957
Manitoba.....	49,132	23,653	72,785
Saskatchewan.....	81,940	9,099	90,999
Alberta.....	36,031	9,212	45,243
British Columbia.....	36,740	7,929	44,669
Canada.....	383,878	105,938	489,816

SESSIONAL PAPER No. 26

TABLE No. III.—Placements in regular and casual employment as reported by the offices of the Employment Service of Canada in the various provinces during the year April, 1922-March, 1923 (Inclusive).

Province	Regular Placements			Casual Placements			Total Placements		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Nova Scotia.....	4,461	1,338	5,799	3,139	713	3,852	7,600	2,051	9,651
New Brunswick.....	4,458	827	5,285	3,288	813	4,101	7,746	1,640	9,386
Quebec.....	11,107	4,609	15,716	231	332	563	11,338	4,941	16,279
Ontario.....	95,557	9,712	105,269	35,133	20,411	55,544	130,690	30,123	160,813
Manitoba.....	34,496	4,881	39,377	7,314	15,624	22,938	41,810	20,505	62,315
Saskatchewan.....	60,319	3,872	64,191	4,203	1,852	6,055	64,522	5,724	70,246
Alberta.....	28,061	4,195	32,256	3,847	3,126	6,973	31,908	7,321	39,229
British Columbia.....	29,099	3,990	33,089	8,677	2,842	11,519	37,776	6,832	44,608
Canada.....	267,558	33,424	300,982	65,832	45,713	111,545	333,390	79,137	412,527

DISBURSEMENTS TO THE PROVINCES AND TO THE MUNICIPALITIES OF MONCTON, CHATHAM AND ST. JOHN, N.B.

For the fiscal year under review the federal disbursements to the provinces and to the municipalities of Moncton, Chatham and St. John, N.B., for the maintenance of employment offices totalled \$237,032.60. The following table shows the distribution of the payments among the different items of expense accepted as proper maintenance expenditures under the agreement.

EMPLOYMENT OFFICES CO-ORDINATION ACT, FISCAL YEAR 1922-23

	Salaries	Travel- ling Expenses	Rental and Janitor	Heat	Light	Water	Office Supplies and Expenses	Tele- phones	Tele- grams	Postage, Express, and Carriage	Adver- tising	Repairs, and Alter- ations	Unre- funded advances for Trans- portation	Totals
	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.
Nova Scotia.....	5,354 81	237 36	1,319 89	101 30	45 51		167 47	298 96	68 98	81 98	491 16	107 43		8,274 88
Quebec.....	11,607 56	431 56	1,629 50	35 90	71 50	7 50	753 16	392 88	17 92	132 33	232 09			18,314 96
Ontario.....	59,925 70	2,335 56	12,601 37	632 08	305 81	32 87	1,893 75	2,648 40	992 12	1,027 87	369 36			82,761 92
Manitoba.....	22,644 98	205 74	4,385 80	79 25	155 76	28 66	988 03	1,373 06	130 08	431 28	41 50	288 80		30,755 94
Saskatchewan.....	19,767 72	1,545 31	5,010 12	88 17	88 91	2 29	559 81	1,096 68	391 77	641 64	225 22	914 44	135 97	30,528 08
Alberta.....	17,347 92	1,861 18	5,155 00	57 81	59 79	6 35	660 22	1,726 31	259 21	249 23	1,462 71			28,845 76
British Columbia.....	21,557 96	579 32	4,388 68	99 29	122 00	1 37	1,733 48	1,136 25	693 46	366 88	61 05			30,739 74
City of Moncton, N.B.....	2,659 50	12 72	300 00	25 00	14 39		113 83	105 42	63 45	38 45	77 10	1 75		3,411 61
City of Chatham, N.B.....	900 00	36 97	291 00		6 00	3 00	28 51	39 77	5 75	14 14	3 03			1,328 17
City of St. John, N.B.....	1,596 81	21 00	281 19		7 67		31 91	47 22	8 21	10 50	64 00			2,068 54
Totals.....	166,362 96	7,266 72	35,392 55	1,118 86	880 43	82 01	6,930 17	8,864 95	2,631 01	2,997 30	3,027 22	1,342 42	135 97	237,032 60

STAFF

At the beginning of the fiscal year there were 310 persons in the Employment Service. Fifty-four of these were on the staff of the Dominion Government—46 in the Department of Labour at Ottawa, 6 in the Interprovincial Clearing House at Winnipeg, and 2 in the Branch Clearing House at Halifax. The remaining 256 were on the staffs of the various provincial governments as follows: Nova Scotia, 8; New Brunswick, 5; Quebec, 25; Ontario, 94; Manitoba, 32; Saskatchewan, 30; Alberta, 28; British Columbia, 34.

At the end of the year the total number of employees in the Employment Service had decreased to 272. The staff in the Department of Labour at Ottawa had been reduced to 23, and 4 persons were employed in the Interprovincial Clearing House at Winnipeg, a total of 27 in the employ of the Federal Government; the continuance of a federal office in the Maritime Provinces beyond the close of the fiscal year was considered unnecessary. The reduction of the staff at Ottawa was accounted for in part by the transfer of certain statistical work as mentioned below to the Dominion Statistician; other reductions were effected by a rearrangement of work and occasionally by the discontinuance of certain duties which though regarded as necessary at the incorporation of the Employment Service system became unnecessary as the work developed. The remaining 245 were employed by the provincial governments as follows: Nova Scotia, 9; New Brunswick, 8; Quebec, 25; Ontario, 91; Manitoba, 29; Saskatchewan, 26; Alberta, 24; British Columbia, 33.

CONFERENCES

The fourth annual meeting of the Employment Service of Canada was held at Ottawa, June 7-9. Prior to the meeting a two-day conference of employment office officials was held at which questions of administration and technique were discussed, while the yearly conference of western representatives of the Service was held at Winnipeg, March 1 and 2, 1923. Some features of the proceedings of these meetings are mentioned later.

EMPLOYMENT STATISTICS

During the first half of the fiscal year statistics covering the field of employment were gathered by the Employment Service from four principal sources; semi-monthly reports from employers, daily reports from employment offices, monthly trade union reports and reports on building permits. Towards the end of the calendar year the work of collecting and compiling statistics from the first and last of these four sources was transferred to the Dominion Bureau of Statistics and for the remainder of the fiscal year ended March 31, 1923, the Employment Service gathered statistics from employment offices and from trade unions only.

Daily reports from all the offices of the Employment Service throughout Canada show the number of orders for workers received, the number of applications from workers received, and the number of placements made. Reports from trade unions throughout the country show the number of members in each union and the number of members out of work or working short time, reflecting in a measure the state of employment in the more skilled trades. These reports are received monthly from approximately 1,500 labour organizations with an aggregate membership of 151,000.

For slightly over a year the Employment Service issued a bulletin "Employment", containing statistical and other information. In November, 1922, however, it was decided to publish in the *Labour Gazette* the data hitherto appearing in "Employment" and the latter publication was accordingly discontinued.

LABOUR MOBILITY

The clearance work of the Employment Service was carried on during the year along the lines previously developed and the arrangement with regard to the admission of workers from Great Britain, involving close co-operation between the Immigration Department and the Employment Service, also continued in effect. This system of co-operation was commended at the fourth annual meeting of the Employment Service Council of Canada in June, 1922, and it was recommended that the arrangement be made more effective by providing that persons shall be permitted to recruit labour from the United Kingdom for employment in Canada only under the supervision of the British Minister of Labour.

Since 1919 a special transportation rate for persons being sent to employment at a distance has been granted. This rate during the year under review was 2·7 cents per mile with a minimum fare of \$4, tickets issued at this rate being second class. The rate obtains over the following railways: Canadian National Railways, Canadian Pacific Railway, Grand Trunk Railway, Dominion Atlantic Railways, Kettle Valley Railroad, Michigan Central Railway, Pacific Great Eastern Railway, Quebec Central Railway, Temiskaming and Northern Ontario Railway, and Wabash Railroad. Reduced fare applies only in cases of bona fide placements through the Employment Service and presupposes the existence of a well-organized system of provincial and interprovincial clearance to insure that persons will not be despatched long distances when suitable employment is available near at hand.

The number of special rate certificates issued by offices of the Service during the fiscal year 1922-23 was 38,252, of which 22,879 were issued to points in the same province as the despatching offices and 15,373 to points in other provinces. The accompanying table shows details relating to the certificates issued.

CERTIFICATES FOR SPECIAL TRANSPORTATION RATE ISSUED FROM APRIL 1, 1922, TO MARCH 31, 1923

Issuing Province	B.C.	Alta.	Sask.	Man.	Ont.	Que.	N.B.	N.S.	Inter.	Prov.
British Columbia.....		4,140	1,554	9	0	0	0	0	5,703	1,716
Alberta.....	116		680	0	0	0	0	0	796	3,878
Saskatchewan.....	30	58		771	117	0	0	0	976	3,854
Manitoba.....	3	11	884		3,679	0	0	0	4,577	3,950
Ontario.....	1	0	368	409		472	2	0	1,252	9,037
Quebec.....	0	0	1	81	1,880		0	0	1,962	444
New Brunswick.....	0	0	1	32	0	0		0	33	0
Nova Scotia.....	0	0	0	74	0	0	0		74	0
Totals.....	150	4,209	3,488	1,376	5,676	472	2	0	15,373	22,879

Total certificates issued, 38,252

The subject of advancing transportation to unemployed workers was fully discussed by the Employment Service Council of Canada and a committee was appointed to submit a report on the subject. The recommendations of this committee adopted by the Council were as follows: (1) That when a provincial Employment Service desires the Department of Labour to participate in the cost of any scheme of advancing transportation fares to persons being transferred by the Service within the boundaries of the province, the general regulations governing such advances shall be submitted to the minister for approval, (2) That in the case of transfer of labour from one province to another through the Employment Service no advance for transportation shall be made by the transferring province without the consent of the receiving province. All such transfers must also be made in strict accordance with the regulations governing

SESSIONAL PAPER No. 26

the interprovincial transfer of labour, (3) That in all such cases the advances shall be made only where persons are being sent to employment secured through the Service and upon an understanding as to the refund of fares, (4) That whenever any provincial Employment Service incurs financial loss in the transfer of workers under the accepted regulations, such loss shall be shared equally between the province concerned and the Federal Department of Labour.

FARM LABOUR

In view of the demand for farm workers at seeding time the railways agreed to grant a considerably reduced fare during April, 1922, to persons in the coast cities seeking farm work through the offices of the Employment Service. Under this arrangement 1,362 men were shipped from British Columbia to the prairies. It was found that this supply would not be sufficient to meet the spring and summer demand in Saskatchewan. By an arrangement with the Canadian Pacific and Canadian National Railways, however, special rates were granted for one week in May to farm workers going from Toronto, Hamilton or Ottawa to Moose Jaw, Regina, Saskatoon, Swift Current, Weyburn and Yorkton, and three hundred men were sent under this arrangement.

The meeting of the Employment Service Council of Canada held in Ottawa in June was attended by representatives of the railways and the mobilization and distribution of harvest labour were discussed at length. It was felt that it would be advisable for the railways to run the 1922 excursions from the East on the same basis as in previous years, but that the 1921 arrangement of selecting harvest workers in British Columbia through the Employment Service should again be made for the 1922 season.

Towards the end of July a meeting was held in Winnipeg to discuss arrangements for the excursions. This conference was attended by representatives of the passenger departments of the Canadian Pacific and Canadian National Railways, representatives of the organized farmers of the three Prairie Provinces and representatives of the Employment Service from those provinces and from British Columbia. The number of men likely to be required, the rates of wages and the dates for the excursions were discussed.

Excursions were run from the Maritime Provinces, Quebec and Ontario, harvesters' tickets to Winnipeg being sold at rates varying from \$15 to \$22 according to point of departure, and transportation from Winnipeg to destination at the rate of one-half cent per mile. The number of excursionists forwarded from the East was as follows: by the Canadian Pacific, 18,761, and by the Canadian National-Grand Trunk Railways, 14,147. In addition 3,920 workers selected by the Employment Service were shipped from British Columbia at the special rates of \$10 from Vancouver, and \$11 from Victoria, and about 250 were shipped from eastern and southern British Columbia offices at the Employment Service reduced transportation rate. As additional men were needed for Manitoba the railways agreed to continue the special excursion fare to Winnipeg and the rate of one-half cent per mile to points in Manitoba only for workers selected by the Employment Service in certain eastern cities. Under this arrangement, which was effective from August 26 to September 2, about 400 workers were shipped from the East.

In order to secure the assistance and advice of the United Farmers of Manitoba in handling the many difficult problems in connection with supplying farm labour, delegates from the organization were invited to be present at the conference of western representatives of the Employment Service held in Winnipeg, March 1 and 2, 1923. Various phases of the problem were discussed at some length, including the question of wages and the possibility of importing farm help from Europe.

PLACEMENT OF SPECIAL CLASSES

The specialized work involved in the placement of workers of certain classes has been recognized by the Employment Service and where the volume of business has warranted such a step, separate divisions for some classes have been established. Where separate sections are not maintained, the interviewing and placement are handled by special officers.

In Toronto and Winnipeg separate professional and business and junior sections are maintained, and in the former city a special division for handicapped workers has also been provided.

Separate divisions for women are maintained in all the larger offices, and in the Women's Divisions of the Toronto and Winnipeg offices separate sections have been provided for the placement of women in farm, domestic and professional and business employment. The total number of placements of women during the fiscal year 1922-23 was 76,739. Of these 45,713 were in casual employment.

At the meeting of the Employment Service Council in June, 1922, a session was devoted to the problem of the placement of handicapped returned soldiers and industrial workers. The Minister of Soldiers' Civil Re-establishment, the Minister of Labour, and a member of the parliamentary committee on re-establishment of returned soldiers, attended the conference to discuss the question. A committee was appointed to consider handicapped placement work. This committee recommended that the Department of Soldiers' Civil Re-establishment should discontinue its employment activities on a date to be arranged between the Federal and Provincial governments; that the placement of disabled ex-service men be handled by the Employment Service of Canada by means of a special section where considered necessary by the provincial employment service officials; and that the Federal Government should reimburse the Provincial Governments for the additional expense incurred by the Employment Service of Canada in carrying out these proposals. The committee also expressed the opinion that these recommendations should not be considered as relieving the Federal Government of the responsibility for those men who on account of war service disabilities are unemployable.

PROVINCIAL AND LOCAL EMPLOYMENT SERVICE COUNCILS

At the fourth annual meeting of the Employment Service Council of Canada, the committee appointed to report on unemployment recommended that in order to maintain and make more effective the interest of the community in unemployment and to co-operate with local authorities in measures for dealing with it, the Minister of Labour should make representations to the various Provincial Governments to appoint immediately provincial and local employment service councils in accordance with the terms of the agreement under the Employment Offices Co-ordination Act.

The employment service councils already established continued to function during the fiscal year ended March 31, 1923, and in addition a provincial employment service council for Ontario was appointed under Order in Council dated August 3. This council is composed of representatives of employers, employees, women in industry, banking interests, agricultural interests and soldier interests together with an impartial chairman. In addition to considering ways of promoting the efficiency of the Employment Service in Ontario, the Council studied means of preventing and alleviating unemployment. Particular attention was given in this connection to seasonal employment, relief work and the purchase of supplies by public bodies.

SESSIONAL PAPER No. 26

One of the first subjects discussed by the provincial council was the establishment of local councils throughout the province, the localities in which councils should be formed and the membership of such councils being among the points touched upon. Toward the end of the year, the Provincial Council upon being informed that the minister had agreed to the establishment of local councils in five centres, resolved that councils should be established in Toronto, Hamilton, Ottawa, London and Windsor, and recommended that the personnel of the local councils should be based upon the same principle of representation as that of the Employment Service Council of Ontario.

14 GEORGE V, A. 1924

VACANCIES AND PLACEMENTS OF THE EMPLOYMENT SERVICE

Industry	Nova Scotia			New Brunswick			Quebec			Ontario		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regu- lar	Cas- ual		Regu- lar	Cas- ual		Regu- lar	Cas- ual		Regu- lar	Cas- ual
MANUFACTURING.....	1,721	1,132	456	688	451	153	1,185	714	35	29,705	20,508	3,444
Animal products, edible.....	49	42	7	4	4	1	16	17	.....	1,354	844	290
Fur and its products.....	1	.....	1	2	2	1	.....	.....	.....	23	9	3
Leather and its products.....	2	1	1	1	.....	.....	26	15	.....	500	225	151
Lumber and its products.....	223	303	58	383	297	34	150	111	1	2,545	1,568	366
Musical instruments.....	.....	.....	.....	1	1	.....	1	1	.....	102	40	13
Pulp and paper products.....	57	21	24	45	9	32	217	134	22	5,924	3,911	602
Rubber products.....	1	.....	1	1	.....	.....	39	15	.....	972	540	49
Textile products.....	53	27	19	28	13	16	204	72	3	2,068	1,021	186
Plant products, edible.....	49	27	23	38	17	13	61	31	2	3,108	2,003	434
Wood distillates, etc.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	24	22	.....
Chemical and allied products...	13	9	1	11	5	5	27	20	.....	716	536	134
Clay, glass and stone.....	28	24	2	3	1	.....	80	11	1	1,069	784	123
Electric current.....	132	54	56	8	5	.....	21	20	.....	1,150	1,035	111
Electric apparatus.....	7	7	.....	1	1	.....	5	5	.....	841	683	69
Iron and steel products.....	864	443	232	126	67	46	157	123	6	7,282	5,840	560
Non-ferrous metal products.....	7	2	2	3	2	1	31	12	.....	484	342	42
Mineral products.....	198	154	18	11	11	.....	62	51	.....	862	666	163
Miscellaneous.....	37	18	11	24	16	4	88	76	.....	681	439	148
LOGGING.....	512	467	17	1,049	791	45	1,924	3,388	.....	24,131	15,216	100
FISHING.....	80	1	75	.....	.....	.....	.....	.....	.....	7	8	.....
FARMING.....	393	435	15	183	105	6	407	420	.....	12,125	10,808	317
MINING.....	953	144	.....	169	102	16	290	78	.....	1,564	1,339	34
Coal.....	929	118	.....	141	95	2	.....	.....	.....	1	16	1
Metallic ores.....	9	8	.....	7	2	5	.....	.....	.....	1,379	1,159	28
Non-metallic ores.....	15	18	.....	21	5	9	290	78	.....	184	164	5
COMMUNICATION.....	39	23	15	2	2	.....	7	4	1	391	326	20
TRANSPORTATION.....	582	169	386	670	274	347	660	476	71	5,841	3,756	1,514
Street railway and cartage.....	77	14	63	30	12	16	192	127	28	1,693	965	612
Railway.....	368	105	239	553	191	324	13	10	2	1,525	973	326
Shipping and stevedoring.....	137	50	84	87	71	7	455	339	41	2,623	1,818	576
CONSTRUCTION AND MAINTEN- ANCE.....	2,321	1,777	392	2,995	2,365	536	6,340	5,254	22	45,261	37,988	3,004
Railway.....	255	138	35	1,257	1,021	261	758	648	.....	19,323	17,834	142
Highway.....	686	570	69	142	132	7	734	672	.....	4,778	3,001	1,122
Building and other.....	1,380	1,069	288	1,596	1,212	268	4,848	3,934	22	21,160	17,153	1,740
SERVICES.....	4,049	1,463	1,911	4,539	1,083	2,869	6,853	5,155	421	71,587	12,787	44,735
Hotel and Restaurant.....	253	174	36	153	101	28	875	584	9	3,221	1,704	232
Recreational.....	71	15	52	46	28	18	59	53	.....	650	295	253
Professional.....	208	73	105	112	42	51	199	114	14	1,840	1,049	483
Governmental.....	658	118	481	607	106	492	24	9	.....	21,233	2,009	19,090
Personal.....	1,844	581	928	2,515	432	1,811	3,240	2,272	330	26,728	4,995	14,712
Household.....	1,015	502	309	1,097	367	469	2,454	2,122	68	17,888	2,729	9,964
Farm.....	.....	.....	.....	9	7	.....	2	1	.....	27	6	1
TRADE.....	767	160	526	227	97	108	333	190	12	4,364	2,155	1,862
Retail.....	620	131	420	218	94	102	282	168	9	3,512	1,703	1,549
Wholesale.....	147	29	106	9	3	5	51	22	3	852	452	313
FINANCE.....	95	28	59	39	15	21	91	37	1	981	378	514
ALL INDUSTRIES.....	11,512	5,799	3,852	10,561	5,285	4,101	18,090	15,716	563	195,957	105,269	55,544
Men.....	8,799	4,461	3,139	8,391	4,458	3,288	12,074	11,107	231	150,771	95,557	35,133
Women.....	2,713	1,338	713	2,170	827	813	6,016	4,609	332	45,186	9,712	20,411

SESSIONAL PAPER No. 26

BY INDUSTRIES, APRIL 1, 1922 TO MARCH 31, 1923

Manitoba			Saskatchewan			Alberta			British Columbia			Canada		
Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
	Regu-lar	Cas-ual		Regu-lar	Cas-ual		Regu-lar	Cas-ual		Regu-lar	Cas-ual		Regu-lar	Cas-ual
2,735	1,484	1,300	980	420	435	1,838	1,433	278	7,282	4,251	1,637	46,134	30,393	7,738
166	60	85	119	35	77	118	50	50	178	93	88	2,004	1,145	598
39	8	29	7	.....	7	23	3	21	2	.....	7	97	22	69
54	22	30	12	8	5	49	13	29	126	13	104	770	297	320
418	463	108	270	133	65	625	534	41	4,500	3,023	330	9,114	6,432	1,003
.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	3	105	42	16
295	210	170	81	3	76	22	10	9	175	118	44	6,816	4,416	979
10	1	6	.....	.....	.....	3	2	2	29	17	13	1,055	575	71
184	50	111	22	9	10	18	13	2	62	23	40	2,639	1,228	387
435	98	315	88	38	47	89	69	18	452	184	201	4,320	2,467	1,053
2	.....	3	.....	.....	.....	.....	.....	.....	2	.....	1	28	22	4
17	6	8	3	.....	1	14	8	1	34	11	22	835	595	172
96	60	19	54	40	4	263	250	4	235	175	36	1,828	1,345	189
43	32	4	4	1	3	12	10	1	100	84	1	1,468	1,241	176
8	6	2	1	.....	1	4	3	1	1	.....	1	868	705	74
531	212	273	193	91	83	233	143	75	695	195	470	10,081	7,114	1,745
14	5	7	4	1	1	16	10	2	145	120	5	704	494	60
107	57	24	54	43	10	293	287	4	171	54	70	1,758	1,323	289
316	194	106	68	18	45	56	28	18	374	141	201	1,644	930	533
2,103	5,246	7	2,502	2,446	3	2,676	2,357	4	8,217	6,978	57	43,024	36,889	233
.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	2	89	9	77
32,917	22,261	748	66,773	50,134	670	18,790	15,714	215	3,374	8,101	116	134,962	107,978	2,087
9	71	.....	340	360	.....	1,628	1,410	10	2,499	2,078	28	7,452	5,582	88
.....	.....	.....	338	334	.....	1,616	1,313	10	143	50	13	3,168	1,926	26
4	60	.....	.....	23	.....	2	89	.....	2,190	1,901	10	3,591	3,242	43
5	11	.....	2	3	.....	10	8	.....	166	127	5	693	414	19
85	62	15	160	147	12	85	61	6	138	100	16	907	725	85
1,051	419	541	1,335	725	441	850	664	171	1,423	435	986	12,412	6,918	4,457
588	239	297	426	161	231	315	178	135	414	85	332	3,735	1,781	1,714
454	172	244	887	564	195	529	480	36	181	95	69	4,510	2,590	1,435
9	8	.....	22	.....	15	6	6	.....	828	255	585	4,167	2,547	1,308
5,525	3,841	1,272	6,087	4,984	443	6,166	5,371	433	9,795	6,764	2,069	84,490	68,344	8,171
1,137	945	7	3,525	3,124	61	1,779	1,654	3	3,022	2,446	24	31,056	27,810	533
632	560	61	467	347	26	1,223	1,152	24	967	371	444	9,629	6,805	1,753
3,756	2,336	1,204	2,095	1,513	356	3,164	2,565	406	5,806	3,947	1,601	43,805	33,729	5,885
26,234	5,265	17,719	11,680	4,609	3,369	12,264	4,894	5,413	10,138	4,036	5,211	147,354	39,292	81,648
2,117	1,560	265	1,199	736	41	1,555	1,222	74	1,196	822	230	10,569	6,903	915
260	86	159	123	22	99	153	72	61	155	40	108	1,517	611	750
504	328	109	1,577	940	131	215	144	36	314	199	83	4,969	2,889	1,012
107	55	18	185	75	108	147	87	59	1,003	332	505	23,964	2,791	20,753
14,365	1,801	10,837	5,537	1,660	2,008	6,850	1,963	3,787	4,808	1,696	2,801	65,887	15,400	37,214
8,584	1,257	6,331	2,470	918	978	2,846	1,113	1,395	2,649	940	1,483	39,003	9,948	20,997
297	178	.....	599	258	4	498	293	1	13	7	1	1,445	750	7
3,138	711	1,290	1,077	350	645	912	330	440	1,646	298	1,293	11,464	4,291	6,176
1,490	598	798	797	243	463	666	254	329	1,178	220	918	8,763	3,411	4,588
648	113	492	280	107	182	246	76	111	468	78	375	2,701	880	1,588
78	17	46	55	16	37	34	22	3	155	48	104	1,528	561	785
72,785	39,377	22,938	90,999	64,191	6,055	45,243	32,256	6,973	44,669	33,089	11,519	489,816	300,982	111,545
49,132	34,496	7,314	81,940	60,319	4,203	36,031	28,061	3,847	36,740	29,099	8,677	383,878	267,558	65,832
23,653	4,881	15,624	9,059	3,872	1,852	9,212	4,195	3,126	7,929	3,990	2,842	105,938	33,424	45,713

VII. TECHNICAL EDUCATION

The fourth year of the operation of the Technical Education Act has been a time of testing for vocational education throughout the Dominion. Provincial Governments have reduced expenditures wherever possible and in some places vocational work has suffered along with other branches of education. The total expenditures by the Provincial Governments on work coming within the provisions of the Technical Education Act decreased from \$2,201,534.03 in 1921-22 to \$1,835,093.20 for the past year, causing a corresponding decrease in the federal grants from \$720,336.05 to \$648,227.03. Classes have been discontinued in a number of the smaller places and there has been a decrease in the enrolments in the western provinces and in New Brunswick, but the increases in the other provinces have more than counterbalanced this falling off and the total enrolment in all classes shows an increase of 8,334 over the previous year. The number of pupils in day classes increased from 13,588 to 16,242, in evening classes from 46,219 to 53,080, and in correspondence departments from 613 to 978, giving a total enrolment in all classes of 70,300. A larger number of prospective teachers enrolled in the summer training schools and the number of teachers engaged in the work increased from 2,268 to 2,674. Thus it will be seen that, despite decreased financial support, vocational education has continued to grow and is meeting the needs of a considerable portion of the urban population of the country in over 150 municipalities. Full particulars of expenditures and enrolments are given in the four tables at the close of this report and in the statistics included in the appended reports from the various provinces.

STATISTICS

It should be noted that table IV gives the number of communities conducting day and evening classes, not the number of schools. In previous years an attempt was made to show the number of schools in operation throughout the Dominion, but it has been found advisable to discontinue this practice. There is no uniform definition of the word "school" and the provincial statistics are based on different conceptions of what constitutes a school. In some cases two or more different types of schools are grouped together under one administrative head and called a school even where the classes are conducted in several buildings; in other cases each separate building is called a school; in a few cases two or more vocational schools are conducted in the same building. Correspondence departments, itinerant instruction, branch schools, extension work, etc., add to the difficulty of interpreting reports. Until a uniform statistical system can be devised it will be impossible, simply by studying the statistical tables, to accurately compare returns from the various provinces or to obtain a clear conception of the work being done. The differences are not confined to any one branch of the work, but occur in nomenclature, school terms, records, courses of study, organization and administration. It is advisable that each province should organize its work to meet its own requirements, but it would be very useful to have a more uniform method of reporting the work done. Statistics for the past year are much more uniform than formerly, but are still unsatisfactory.

FUTURE OUTLOOK

The reports from Prince Edward Island, Nova Scotia, Ontario and British Columbia indicate satisfactory developments during the past year, and there are a number of reasons for expecting improved conditions in the other provinces during the current year. The development of the work under the trying conditions of the past year, the recent organization of the provincial administrative bodies in New Brunswick, the pending appointments of provincial directors in Quebec and Alberta, the splendid grain crop of the West and the expected improvement in the economic conditions of the country are a few of the reasons for an optimistic outlook.

VOCATIONAL EDUCATION IS NOT UNDERSTOOD

Vocational education in Canada is a new development which has not yet attained definite form and which is misunderstood by a large proportion of the public and by many educationists. Very few people have any clear idea of the aims, organization or methods of the schools receiving grants under the Technical Education Act.

One of the greatest obstacles to the development of vocational education in Canada is the indifference of the public and the failure of the educational authorities to give the people a clear understanding of what they are trying to do. There has been a general antipathy against advertising school work and it has been assumed that in some mysterious way the people will know what is in the minds of the men who are promoting the work. Parents judge the schools by results, but, unless they know what results are to be expected, they form erroneous impressions and condemn a school for not doing things which are beyond its scope or power. The aversion to advertising is gradually disappearing and it is apparent that the communities in which the work is making the best progress are usually those in which it is best advertised. When the people are convinced that vocational education is needed and that an earnest effort is being made to meet the need, they are usually prepared to give the financial and moral support necessary to success.

Promoters of the work should become thoroughly acquainted with the local educational needs and provisions before organizing new classes. They should have definite objectives in view and should see to it that the teaching staff, accommodation and equipment are suitable for the work, before asking students to attend classes. The results should be carefully observed and the courses altered to meet unexpected demands during the first few years of operation. In as far as practical the system should be developed to meet the individual needs of the students, rather than to fit the requirements of existing institutions and established customs. In many places the work has failed simply because of the unwillingness or inability of public officials and teachers to change their viewpoint and methods.

It takes time to develop a new system of education, and it should always be borne in mind that vocational education is in the early stages of development and must be continually altered as experience is gained. There is no doubt of the need for the work, but the people must be informed of this need and must be convinced of the necessity for supporting the work until it has had an opportunity to prove its value.

ADVERTISING

Some of the means which have been used for giving the public information about the work to be undertaken or being done are,—

Newspaper articles and editorials,
 Display advertisements in local papers,
 Showcards and posters in street cars, public buildings and stores,
 Personal letters with application blanks mailed to parents and prospective pupils,
 Distribution of school calendars and bulletins,
 Addresses at public meetings and special gatherings,
 Noonday or evening talks to employers and employees at plants and official meetings.

Unless such efforts are made to acquaint the people with the aims and usefulness of the work, it should not be expected that they will be eager to support it or that the enrolment will be satisfactory.

PURPOSE OF THE TECHNICAL EDUCATION ACT

The grants under the Technical Education Act were provided for the purpose of assisting the provinces to develop this new type of education in so far as needed. It is not expected that each province will develop the same methods or that the work will continue to grow along existing lines. It is, however, expected that each province will use the money to develop new courses of study which will meet the needs of workers in all phases of manufacturing, commercial and homemaking life. Agriculture is not included, because special provision for this work exists under the Agricultural Instruction Act.

In order to more definitely indicate the type of work which it is desired to promote, the following list of courses has been prepared, all of which come within the scope of the Act and each of which is deemed desirable in any system of vocational education:—

(1) *Technical Courses* of secondary grade, conducted in technical schools, the purpose of which is to fit boys for entrance to engineering departments in universities and colleges.

(NOTE.—Secondary grade includes all work in grades IX to XII.)

(2) *Industrial Courses* of secondary grade, the purpose of which is to fit each student for entrance into a previously selected trade or skilled occupation, either as an apprentice or improver or skilled worker.

(3) *Commercial Courses* of secondary grade, the purpose of which is to fit young people for earning a livelihood in commercial occupations such as book-keeping, stenography, salesmanship, accounting, secretarial work, business administration, etc

(4) *Home Economics or Homemaking Courses* of secondary grade of at least two years' duration, the purpose of which is to fit girls for the duties and responsibilities of homemaking.

(5) *Applied Arts Course* of secondary grade, the purpose of which is to produce skilled workers in the various branches of applied art, including commercial design, illustrating, poster work, show-card writing, interior decorating, art metal work, etc.

SESSIONAL PAPER No. 26

(6) *Prevocational Courses* of two or more years' duration commencing not earlier than grade VII, the purpose of which is to provide a variety of occupational experiences and information, while continuing the general training in English, mathematics and science, to boys and girls who do not intend to enter universities, in order that they may wisely select, after careful guidance and supervision, the most suitable vocational training for their future lifework.

(7) *Part-time Vocational Courses* provided under compulsory school attendance laws and conducted during day working hours for the special benefit of young people who are employed.

(8) *Continuation Courses* provided under compulsory school attendance laws, in which the training offered is directly related to the occupational needs of the students.

(9) *Evening Courses* conducted for adults who are employed during the day and the purpose of which is to fit students for advancement in their occupation or to train them for other occupations.

(NOTE.—Academic classes such as English, other languages, mathematics, history, etc., may be included only when correlated with practical work. Evening courses should provide for individual instruction wherever needed. A desirable size for classes is from six to twenty students per teacher.)

(10) *Short-term Courses and Special Industrial Courses*.—Day, short-term, unit courses for industrial workers or special students in secondary schools, the contents of which are confined to practical work and related subjects of direct vocational value to the students.

(11) *Apprenticeship Courses* (other than part-time classes).—Organized training for indentured apprentices in any occupation, which training should be supervised by a specially appointed official in the employ of either the school board, or an industrial corporation or an industrial organization responsible for apprenticeship in the industry.

(12) *Foreman Training Courses*.—Organized training in industry or school for the purpose of improving the efficiency of foremen or for training competent workmen for the position of foreman.

(13) *Correspondence Courses* conducted by the provincial departments of education for the benefit of workers who are unable to attend the regular day or evening classes.

(14) *Teacher-Training Courses*.—Courses of various kinds (part-time, evening, short-term, summer school, etc.) which are conducted for the training and improvement of teachers and instructors in any branch of secondary vocational education.

No reference to students' ages or the percentage of time to be devoted to practical work is made in the above definitions, but it is felt that, with few possible exceptions, students should be at least 14 years of age, and that, in every course of study at least 50 per cent of the time should be devoted to practical work in shop or laboratory (including drawing).

It will be noted that the above courses are all intended to be of direct value to students in earning their living as industrial workers. Such instruction should be limited to students contemplating industrial employment and to those workers who desire training which will make them more efficient workers and better citizens. A good general education is desirable for every worker in addition to special vocational training, and, for that reason, every vocational

course for young people under 18 and for those students who have not completed at least a high school training should provide a sound training in English, elementary mathematics, general science, and the duties and responsibilities of Canadian citizenship. It is also advisable in many cases to provide a thorough training in French and perhaps some other language, but the training should be such that the graduates are able to speak the language fluently or at least to read it intelligently. This is impossible with the instruction now provided in many schools by teachers who have only an elementary knowledge of the language they are expected to teach.

The outstanding weakness of vocational courses in Canada is the tendency to follow the established academic courses leading to university matriculation. In some schools the difference between the vocational and academic courses is scarcely noticeable except in the amount of time allotted to shopwork. The academic work is identical in both departments and similar shopwork is given to all students in the school. In a few cases the vocational students are required to attend school for longer hours than the others in order to provide time for their additional shopwork. Manifestly such work is not intended to provide a special type of training for industrial workers and cannot properly be called vocational education. The need for vocational courses exists because boys and girls leaving school before completing the regular high school courses are not fitted to take their places in industrial life and have little or no conception of the opportunities and requirements of industrial employment.

Too little effort is made by most vocational teachers to co-ordinate the work of the shops and classrooms, with the result that much of the value of the work is lost and the pupils do not develop the habit of study. Where the classroom and shop are linked together the students develop greater interest in the work and realize the value of continuing their studies either in full-time schools or part-time and evening classes.

WORK OF VOCATIONAL SCHOOLS

Vocational schools cannot be expected to produce skilled workers in all branches of industrial life, but they can and should provide a training which will enable boys and girls of from fourteen to eighteen years of age to intelligently select a suitable vocation and to enter employment with a thorough training in the fundamentals of the work selected, and a background of physical, mental and moral development which will enable them to advance to the limit of their abilities. Part-time, evening and correspondence instruction, specially prepared to meet the needs of each type of worker, should be provided to enable young workers to continue their schooling. No one type of training is suited to the needs of all types of children, and it will require very careful study and many changes before suitable types of schooling can be developed to meet the needs of young industrial workers. Evidently these needs cannot be met simply by adding a little shopwork of various kinds to the established school curricula. There must be an organized effort to separate pupils, at an early age, according to their natural aptitudes, interests and abilities, and special types of training must be provided for each group. Fairly adequate systems of training for young people entering professional life, clerical occupations and scientific agriculture have already been provided or are being developed, but only a small beginning has been made in the efforts to provide suitable training for mechanics, tradesmen, homemakers, salesmen and skilled workers in industrial plants.

It is not necessary for the schools to equip elaborate, costly workshops in order to provide vocational education, but it is necessary to establish close co-

SESSIONAL PAPER No. 26

operation with local industrial and commercial plants if the work is to be effective. The schools can do only a part of the training, but it is their duty to assist industry and the homes in providing a complete training for all classes of industrial, commercial and home workers.

APPRENTICESHIP

There is a growing conviction on the part of employers, employees and educationists that a revival of apprenticeship in some form suited to modern industrial conditions is needed for the training of Canadian youth. In some of the larger industrial centres the vocational schools are making special provision for the training of apprentices in part-time and evening classes, but very little effort has been made to assist employers in selecting suitable boys for apprenticeship or in providing suitable shop training for boys. Apprenticeship offers one of the most hopeful fields for the development of vocational education and the Canadian schools are missing a splendid opportunity in not co-operating with industry in this connection and assuming the leadership where necessary.

VISUAL EDUCATION

Owing to financial stringency and the scarcity of suitable educational films, motion pictures are not being used to any extent in Canadian vocational schools. It would appear that this undeveloped field offers splendid opportunities for providing occupational information and general industrial knowledge to vocational students and that much use could be made of existing films in connection with the regular classroom work, especially in science, geography and history. Special equipment for school use is available at very moderate cost and films may be purchased or rented at reasonable rates. Many interesting and instructive films and slides are distributed free of cost by the Dominion Government through the Natural Resources Branch of the Department of the Interior and the Exhibits and Publicity Bureau of the Department of Trade and Commerce. Very useful maps, charts, booklets and other material are also available from these and other government departments, and vocational schools could make better use of this service if the teachers realized its value and were better informed of its existence.

NEED FOR EXCHANGE OF INFORMATION

There is still need for a greater exchange of information and ideas on the part of the officials and teachers engaged in vocational work. The experiences of one community are not easily available to other communities facing the same or similar problems. Very few people are in a position to travel about the country in order to study developments and there is no official organization or journal whose function it is to spread such information where it is needed. Ontario has a staff of four expert organizers or advisers who are available to the various communities of the province, and all of the other provinces, except Prince Edward Island and Saskatchewan, have appointed directors of vocational work, but the activities of these officials are very limited and they are not in personal touch with developments in other provinces. The experiences and developments in Great Britain, the United States and other countries are printed in journals, magazines and books and are of value to Canadian workers, but similar information should be published about developments in Canada. Serious mistakes may be made by thoughtlessly copying methods and systems of other countries which were designed to meet conditions which do not exist in Canada. It is necessary

that Canadians develop systems of education suited to the conditions of the various provinces, but there is much in common between the provinces and all should be working along similar lines if provision is to be made for the transfer of teachers, students and graduates from one province to another.

BULLETINS

The bulletins issued by the Technical Education Branch of the Department of Labour are being appreciated by many officials and teachers, but it is impossible for the director to issue information about the work in all parts of the Dominion unless he has the help of the principals and teachers in each province. An effort is being made to secure this assistance and it is expected that the bulletins will become more interesting and helpful during the coming year. One member of the director's staff is now devoting her full time to the preparation and distribution of bulletins and information in answer to questions from all parts of the Dominion. An extensive library of textbooks and reference works is being collected, and copies of the leading journals and periodicals relating to vocational education are kept on file. This material is carefully catalogued and indexed so that the office is in a position to supply information on almost every problem affecting the work of vocational organizers and teachers.

TEACHER-TRAINING

The most important problem of vocational education and the one which is most difficult to solve is teacher-training. The demand for vocational teachers in most provinces is very limited and the expense of providing a special training class for these teachers is unwarranted, but the success of the work depends upon an adequate supply of properly trained and thoroughly qualified teachers. The efforts to provide a central training school for the Dominion were unsuccessful and only four provinces have provided any means for the special training of vocational teachers. More is being done along this line than ever before, but the efforts are still inadequate to meet the needs of the day teachers and practically nothing is being done to train the large number of evening teachers who are employed at other work during the day. The best that can be done under existing conditions is to secure trained teachers for academic subjects, and skilled workers, with a good general education, for shop-work and household arts. Where possible these shop teachers are given short courses in the art of teaching and the organization of courses of study.

Realizing the urgent need for additional training facilities, the province of Ontario is taking steps to establish a full-time training college for vocational shop teachers which is expected to be opened in the fall of 1924. Teachers of **academic and related subjects** such as English, mathematics, science, history, etc., will continue to be drawn from graduates of the Ontario College of Education which trains university graduates for teaching in high schools and collegiate institutes. In order to obtain the right type of teacher for vocational schools, arrangements have been made with the college for admitting graduates in applied science. It has been found that the few science graduates already trained make excellent teachers of related subjects, and in some cases, where they have had industrial experience, they make very good shop teachers and shop supervisors.

SESSIONAL PAPER No. 26

BRIEF SUMMARIES OF PROVINCIAL REPORTS

It will be noted from the foregoing remarks that vocational education in Canada is growing and still needs financial assistance. Each year since the Technical Education Act became effective there has been a decided improvement in the quality of the work, and the growth in most provinces has been as rapid as could be expected. The following summaries of the provincial reports indicate the progress and changes of the past year.

PRINCE EDWARD ISLAND

The work in the Provincial Agricultural and Technical School at Charlottetown was practically the same as for the previous year, but the enrolment increased from 166 to 177. A number of additions have been made to the shop equipment and it is expected that the girls' work in household arts will be taken over from the Agricultural Department during the current year.

NOVA SCOTIA

There was an increased enrolment in every branch of the work in Nova Scotia. The report shows the total number of pupils enrolled in all classes to be 4,111, as compared with 3,093 for the previous year. New classes for men engaged in the deep sea fisheries were organized in Lunenburg and Clark's Harbour. The instruction included the regular academic work of the public schools, together with special instruction in bookkeeping, navigation, gasolene engines, first aid and fish curing. The response was disappointing, but the work will be continued next year and a good enrolment is confidently expected. The short-term winter courses for mechanics are steadily growing and include an advanced course for automobile mechanics, for the first time. The correspondence work was almost trebled and is being appreciated by the employers and employees of the province. An effort is being made to develop correspondence courses which will, to some extent, take the place of the old apprenticeship system.

NEW BRUNSWICK

Instruction by itinerant teachers in New Brunswick was temporarily discontinued, but it is expected that it will be recommenced during the current year. The Vocational Education Act was amended so as to centralize the control of all educational matters under the Provincial Board of Education. Vocational education was previously administered by a Provincial Vocational Board responsible to the Governor-General-in-Council, but the Board's policies must now be approved by the Board of Education. The total enrolment in day and evening classes decreased from 1,390 to 1,227. A short-term course for automobile mechanics was introduced during the winter and was attended by 26 garage workers. New Brunswick continued to send vocational teachers to the United States for special training and the enrolment in the summer school for vocational teachers, at Moncton, was 92.

QUEBEC

No report covering the work of the past year has been received from Quebec owing to the fact that a provincial director has not yet been appointed. The former director resigned two years ago. A provincial school of fine and applied

14 GEORGE V, A. 1924

art has been opened in Quebec and another is under construction in Montreal. The Hull Technical School is still under construction. A course for pulp and paper workers is being planned for the Three Rivers school and extensive developments in trade courses at Montreal are contemplated. The work is steadily progressing and in some respects is equal to the best to be found elsewhere in the Dominion. The Quebec figures in table IV are estimated from returns submitted with financial statements and indicate a slight increase in enrolment. Approximately 6,650 pupils attended vocational classes assisted under the provisions of the Technical Education Act. A provincial director is urgently needed and it is expected that one will be appointed this fall.

ONTARIO

The report for Ontario outlines the continued growth in all branches of the work and states the purpose of the various courses of instruction. Extensive building operations are in progress in nine municipalities and three new buildings were opened during the year. The total value of the accommodation for vocational classes which has been provided during the past three years (including buildings not yet completed) is over \$5,000,000. Courses in stationary engineering and home nursing have been issued by the provincial director's office. A short-term course for navigators and marine engineers was organized in Midland and was attended by 24 men employed on the Great Lakes. Very extensive changes are being made in the prescribed commercial courses as a result of a survey of the business houses in Toronto. The enrolment in the teacher-training classes increased from 115 to 121, and the total enrolment in all other classes increased from 31,823 to 42,983.

MANITOBA

Vocational education has received a slight setback in Manitoba, due to the financial stringency and the demands of the taxpayers for retrenchment. The total enrolment in vocational classes decreased from 5,802 to 3,485, and the industrial or practical arts course for boys in Winnipeg was discontinued. The enrolment in the teacher-training classes increased from 28 to 40. A new summer course in home-making for girls from all parts of the province is to be held this summer in the Manitoba Agricultural College at Winnipeg.

SASKATCHEWAN

There has been very little change in vocational education in Saskatchewan. An additional collegiate is being built in Saskatoon which will provide for home-making and industrial classes similar to those in the old collegiate and which will house the commercial classes of the city. An additional building is also being erected in Regina with accommodation for the existing commercial classes. The enrolment in vocational classes has decreased slightly, but accurate figures are not available, as the returns received for the year apparently include all girls taking domestic science in the schools reported. Only those girls who are taking a homemaking course other than matriculation should have been counted, and, if this had been done, the total enrolment for Saskatchewan would be approximately 1,600 instead of 2,361 as reported.

ALBERTA

The practice of separating fall and spring term classes make it impossible to give exact enrolments for the year in Alberta. The figures given in table IV are averages taken from the table attached to the Alberta report. These figures indicate an increase in enrolment from 3,477 to 3,770. The work of the Calgary Institute of Technology has grown steadily and 281 students from all parts of the province were enrolled during the spring term. The correspondence department of the institute had an enrolment of 440 miners and stationary engineers during the fall term. Alberta has been without the services of a director during the past year, but it is expected that a new man will be appointed during the current year and that the work which has been discontinued in some places will be again taken up.

BRITISH COLUMBIA

The scope and aims of the courses being conducted in British Columbia are outlined in the report of the provincial organizer. The teacher-training activities have been enlarged and include courses for commercial teachers, home-making teachers and shop teachers, in addition to a more elementary course for manual training instructors. The new junior high school in Vancouver is a promising development which may help to break down the existing prejudice against industrial courses. As a result of this prejudice, the industrial courses are not being developed and co-operation with industry has not yet been established. The enrolment in correspondence courses for miners has remained stationary, but the enrolment in all vocational classes has decreased from 5,844 to 5,536.

TABLE I. MONEY AVAILABLE AND MONEY PAID TO THE PROVINCES UNDER THE TECHNICAL EDUCATION ACT FOR THE FISCAL YEAR ENDED MARCH 31, 1923

Province	Annual appropriation	Balance from past years	Total amount available	Amount paid to provinces	Total amount carried forward	Amount lapsed
	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.
British Columbia.....	64,396 69	42,516 47	106,913 16	34,932 38	58,615 64	13,365 14
Alberta.....	71,019 91	Nil	71,019 91	71,019 91	Nil	Nil
Saskatchewan.....	88,535 50	81,759 31	170,294 81	18,263 84	103,893 18	48,137 79
Manitoba.....	73,266 37	75,175 99	148,442 36	25,121 14	93,492 58	29,828 64
Ontario.....	314,206 97	Nil	314,206 97	314,206 97	Nil	Nil
Quebec.....	254,845 24	242,913 85	497,759 09	128,182 27	306,625 16	62,951 66
New Brunswick.....	50,220 92	60,125 20	110,346 12	17,476 06	72,680 43	20,189 63
Nova Scotia.....	64,319 44	82,888 36	147,207 80	33,166 00	98,968 22	15,073 58
Prince Edward Island.....	19,188 96	27,924 12	47,113 08	5,858 46	32,721 36	8,533 26
Totals.....	1,000,000 00	613,303 30	1,613,303 30	648,227 03	766,996 57	198,079 70

TABLE II. SUMMARIZED STATEMENT OF EXPENDITURES FROM THE TECHNICAL EDUCATION FUND

Province	1919-20	1920-21	1921-22	1922-23	Totals (Four years)	Amounts Available 1923-24
	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.
British Columbia.....	19,407 81	29,093 86	47,904 04	34,932 38	131,338 09	128,989 99
Alberta.....	17,107 90	41,458 01	82,606 18	71,019 91	212,172 00	77,725 40
Saskatchewan.....	1,142 00	3,534 28	13,665 50	18,263 84	36,605 62	201,058 96
Manitoba.....	2,648 49	7,268 00	21,173 93	25,121 14	56,211 56	173,711 30
Ontario.....	106,297 63	294,111 73	378 174 84	314,206 97	1,092,791 17	347,636 30
Quebec.....	36,500 00	167,886 85	114,651 04	128,182 27	447,220 16	588,376 47
New Brunswick.....	3,396 66	10,408 73	22,160 78	17,476 06	53,442 23	127,321 23
Nova Scotia.....		24,193 32	32,758 01	33,166 00	90,117 33	169,256 82
Prince Edward Island.....		2,700 65	7,241 73	5,858 46	15,800 84	52,920 10
Total grants paid.....	186,500 49	580,635 43	720,336 05	648,227 03	2,135,699 00	
Total annual appropriations.....	700,000 00	800,000 00	900,000 00	1,000,000 00	3,400,000 00	1,100,000 00
Total amounts available	700,000 00	1,313,499 51	1,496,072 60	1,613,303 30	5,132,875 41	1,866,966 57
Total amounts carried forward.....	513,499 51	596,072 60	613,303 30	766,996 57		
Total amounts lapsed..		136,791 48	162,433 25	198,079 70	497,304 43	

SESSIONAL PAPER No. 26

TABLE III.—SUMMARY OF PROVINCIAL EXPENDITURES ON VOCATIONAL EDUCATION FOR YEAR ENDED MARCH 31, 1923

	Expenditures within the Provisions of the Technical Education Act									
	Adminis- tration	Teacher Training	Corr. Instruction	Grants to Local Boards						Total Provincial Expenditures
				On Capital Account	On Teachers Salaries	On Main- tenance, etc.	Special Grants			
								\$	cts.	\$
British Columbia.....	6,181 96	1,704 41	2,317 66	9,389 39	50,271 36	.....	.....	.....	69,864 79
Alberta.....	1,997 02	.....	6,622 84	435,793 41	48,703 11	.....	33,092 52	.....	526,208 90
Saskatchewan.....	10,274 14	.....	.....	2,326 17	23,927 37	.....	.....	.....	36,527 68
Manitoba.....	4,469 60	62 00	.....	1,043 87	44,666 83	.....	.....	.....	50,242 30
Ontario.....	25,130 81	2,800 00	.....	477,548 85	243,998 91	.....	7,000 00	19,500 00	775,978 57
Quebec.....	1,034 46	.....	.....	53,961 40	2,937 50	.....	3,686 75	195,744 44	257,364 55
New Brunswick.....	9,266 69	6,777 41	.....	3,183 48	15,724 54	.....	.....	.....	34,952 12
Nova Scotia.....	15,158 37	.....	8,228 98	5,927 63	30,393 50	.....	4,623 52	2,000 00	66,332 00
Prince Edward Island.....	363 32	.....	.....	1,335 89	7,838 62	.....	7,076 47	1,008 00	17,622 30
	73,876 37	11,343 82	17,169 48	990,510 09	468,461 74	55,479 26	218,252 44		1,835,093 21	

TABLE IV.—VOCATIONAL SCHOOLS, TEACHERS AND PUPILS IN CANADA—SCHOOL YEAR ENDED JUNE 30, 1923

Province	Number of Municipalities Conducting Classes		Number of Teachers				Number of Pupils				Summer Schools for Teacher Training		
	Day	Evening	Day	Evening	Corr. Dept.	Total	Day	Evening	Corr. Dept.	Total	Schools	Teach-ers	Pupils
British Columbia.....	10	29	85	177	2	264	1,688	3,696	152	5,536	1	9	37
Alberta.....	5	18	68	98	4	170	1,328	2,050	392	3,770			
Saskatchewan.....	4	4	19	57		76	1,292	1,069		2,361			
Manitoba.....	7	2	129	49		178	1,535	1,950		3,485	1	3	40
Ontario.....	16	50	337	1,097		1,434	9,402	33,581		42,983	1	9	121
Quebec.....	6	16	81	172		253	650	6,000		6,650			
New Brunswick.....	4	9	14	51		65	246	981		1,227	1	11	92
Nova Scotia.....	1	27	11	177	33	221	31	3,646	434	4,111			
Prince Edward Island.....	1	1	8	5		13	70	107		177			
Totals.....	54	156	752	1,883	39	2,674	16,242	53,080	978	70,300	4	32	290

PRINCE EDWARD ISLAND

SUMMARY OF THE YEAR'S PROGRESS

Vernon Crockett, Principal.

The work carried on under the provisions of the Technical Education Act in Prince Edward Island is centralized at the Prince Edward Island Agricultural and Technical School

The courses offered are as follows:—

- (a) An advanced course in agriculture for students who have taken the first year course, or for students who wish to enter one of the agricultural colleges;
- (b) An elementary course in agriculture for all students over fifteen years of age;
- (c) A course in motor mechanics;
- (d) Course for cheese and butter factory operators;
- (e) Night classes for city students.

The subjects taken in each of these courses are as follows:—

Course A.—Live stock, field crops, motor mechanics, carpentry, farm engineering, English, economics, history, mathematics, biology, chemistry, physics.

Course B.—Live stock, field crops, poultry, dairying, motor mechanics, blacksmithing, farm carpentry, English, arithmetic, civics, biology, chemistry.

Course C.—Motor mechanics, blacksmithing, farm engineering, English, arithmetic, economics, civics.

Course D.—Factory administration, accounts, English, mathematics, chemistry, bacteriology, cheese and butter-making, milk and cream testing.

Course E.—Motor mechanics, mechanical drawing, woodworking, wireless, English, mathematics.

ENROLMENT

The total enrolment for the school year ending June 30th, 1923, was 177, and the number registered by classes was as follows: Day classes—motor mechanics, 37; agriculture, 28; short-term course for cheese and butter makers, 5; Night Classes—motor mechanics, 24; wireless, 10; woodworking, 21; English and arithmetic, 15; mechanical drawing, 37.

PROGRESS

A comparison with previous years shows a healthy growth in every direction. The yearly sessional registration was as follows: Day classes—first year, 35; second year, 55; third year, 65. Night classes—first year, 70; second year, 72; third year, 107. The increase in registration has rendered necessary the increase of instructional staff, the rearrangement of class-rooms and work shops, and the purchase of additional equipment. Instructional work is carried on by four full-time and four part-time teachers for day classes, and five teachers for evening classes. The school has now, besides regular lecture rooms, fully equipped motor mechanics and woodworking shops, a fully equipped cheese and butter-making plant, a modern poultry house, live stock barns, chemical laboratory and wireless equipment.

PRESENT TENDENCIES

Just at present special emphasis is being placed upon the giving of instruction in agricultural subjects. The need is imperative. Agriculture as a profession is passing through a critical phase. More attention is being given to this phase of our national development than ever before in the world's history. The concensus of opinion seems to be that, if agriculture is going to maintain its position of supremacy, it must be placed upon a scientific basis. This scientific basis can be most readily and most economically reached through the medium of instruction in agricultural schools and agricultural colleges. Agriculture should be placed upon the same basis as other commercial and industrial subjects so far as the provisions of the Technical Education grant is concerned. Agriculture is a technical profession and the tendency is in the direction of specialization, and our failures and our blunders in the past are largely due to losing sight of that important fact.

While in this province the stress is being placed upon agricultural subjects, very encouraging progress is being made along other vocational lines. The demand for instruction in motor mechanics, woodworking, forge work, etc., is already beyond the means at our disposal. The fitting up of suitable mechanical work shops necessitates the installing of extensive equipment. This equipment, however, is being added as the necessities of the case demand, and it is hoped that, as the need for vocational education becomes more apparent, the difficulties along this line will become less and less.

There is considerable evidence that the city of Charlottetown, in which the Technical School is situated, is gradually awakening to the advantages of vocational education for its growing boys and girls. The school is making plans for a survey of the vocational needs of the city this autumn and it is expected that this will result in a considerable increase in attendance at evening classes.

FUTURE DEVELOPMENTS

Up to the present all work of a vocational nature carried on under the Technical Education Act has been for boys only. Plans, however, are under consideration which will give young women of the province the opportunity of securing much needed vocational education on the same terms as are now enjoyed by young men. All work formerly carried on elsewhere will in future be centralized at the Technical School. This will place instruction in household science and kindred subjects within reach of the girls in the city and of the young women in the country as well.

CONCLUSIONS

Vocational education under the Technical Education Act has reached the end of the third year. The work so far carried on has met with a generous measure of approval. The courses of instruction so far offered are designed to meet the most pressing needs. It is the settled policy of the Board of Control to give instruction of a vocational nature in any subject when the demand is sufficient to warrant the necessary outlay. The success of the work at the Technical School, Charlottetown, has led to requests for assistance in other centres of population. These will be attended to in due time.

Following is a summarized statement of attendance, etc.—
PRINCE EDWARD ISLAND—SUMMARIZED STATEMENT OF ATTENDANCE AND
TEACHERS IN VOCATIONAL SCHOOLS

Municipality and School	Department	Enrolment and Attendance					Teachers			
		Regular Day Classes		Evening Classes		Total Enrolment in school				
		Total Enrolment	Average Attendance	Total Enrolment	Student Hours		Full-time Day	Part-time Day	Evening	Total teachers in school
Prince Edward Island.....	Technical.....	37	24.3	107	4,564	172	4	4	5	13
	Industrial.....	28	19.6	.....	.....	.....	.....	.....	.....	.....
Total enrolment and teachers.		65	.....	107	.....	172	4	4	5	13

NOVA SCOTIA

REPORT OF THE DIRECTOR OF TECHNICAL EDUCATION

F. H. Sexton

In spite of the fact that expenditure was only slightly increased the attendance increased in almost every branch of the work. The number of students in correspondence instruction rose from 186 to 434, the registration in various evening schools increased from 2,884 to 3,646, and total enrolment in this year was 4,111 as compared with 3,093 last year.

NEW DEVELOPMENTS

Continuation Classes for Fishermen

A definite attempt was made to organize classes for men engaged in the deep-sea fisheries in two towns where this industry is prosecuted by almost all the inhabitants. The conditions surrounding this group of vocations, in that the men are away from home for such a large portion of the year and because of the fact that most of the knowledge employed is of an empirical nature, make it extremely difficult to present organized instruction. The courses offered were as follows:—

Preparatory English and Arithmetic.—This subject was deemed necessary because so many lads leave school when they are large enough to pull an oar in a dory or to haul in a fish on a hand line. Consequently, a considerable proportion are deficient in the rudiments of a general education that are necessary if one is to pursue further study. The scope of the work extended over that usually taken up in grades VI, VII, VIII and IX, and the attempt was made to make the instruction replete with examples taken from daily life in the industry. The elementary principles and practice of book-keeping and the writing of business letters were included in this course, because a good many of the fishermen have considerable business to transact in the direct marketing of their product.

SESSIONAL PAPER No. 26

Navigation.—One unacquainted with the ways of seafaring people would suppose that a master or a mate of a fishing schooner that might sail as far as Labrador or to the West Indies would have to be thoroughly grounded in navigation. Not so! There are many skippers who cannot find their exact position at sea, but who can carry their vessel safely to a distant fishing ground or port by rule-of-thumb methods. Most of them, however, admit that they wished for the knowledge of astronomy, mathematics and navigation that would enable them to find their position by sun or stars. A practical course covering the requirements of a certificate for master coastwise was therefore included in the schedule.

Gasolene Marine Engine.—Most of the fishing boats are now equipped with auxiliary gasolene engines. Some of the shore fishermen depend on this kind of motive power altogether. The marine engine is a very simple and reliable prime mover, but fishermen lose a good deal of unnecessary time in laying up their boats for repairs, because they do not know enough about the engine itself. A simple course was offered covering the following points: Choice of an engine, principles of construction and operation of four-cycle and two-cycle marine engines, carburetion and carbureters, electrical ignition devices, make-and-break and jump-spark ignition systems, lubrication and cooling systems, exhaust devices, installation of engines, clutches, reversing gears, selection of a proper propellor, care and operation of engines, location and elimination of engine troubles.

First Aid to the Injured.—Since the schooners are away often for months at a time, many occasions arise when one or more of the crew may be slightly or seriously injured. In such emergencies it is necessary for some one on board the vessel to know how to render first aid until medical assistance can be secured. Arrangements were therefore made for first aid classes to be organized under the auspices of the St. John Ambulance Association.

Preparation of Fish Products.—There has been little change in the methods of curing fish for many years. Some foreign countries have made great strides in this direction and were ousting Canadian products in some of our well-established markets. It was not thought possible to provide laboratory demonstrations in this branch of work, but arrangements were made for a series of lectures by experts.

Results.—The preparations were carefully made, the endorsement and co-operation of leading men in the two towns secured, advisory committees formed, the promise of the school boards to share in the expense of the classes obtained, and the opportunities for education duly advertised. The results were at once discouraging and surprising. Only a few of the fishermen actually engaged in the industry registered for instruction outside of the class in preparatory subjects. The women of the towns came forward in considerable numbers for instruction in homemaking subjects, especially dressmaking. Successful classes in this art were carried on throughout the winter. A concerted effort will be made again next autumn for the organization of the classes closely allied to the fishing industry, and it is confidently expected, now that interest has been aroused in education for adults, that the fishermen may be recruited for technical instruction.

SHORT TERM COURSES

Through persistent efforts in publicity and by virtue of the successes achieved by former students, the short term courses are growing in attendance. This instruction is carried out during the first three months of the year when there

is a lull in industrial activity, but only the most ambitious young men will leave their homes and positions and make the comparatively small financial sacrifice which the course entails. The scope of this work is continually being enlarged and new courses gradually being added.

This year a class in advanced automobile mechanics was offered for the first time. It was especially adapted to the ordinary garage mechanic who had picked up his skill and knowledge through practical experience and to the operator of the small country garage where a man is compelled to do a great variety of work. The instruction had to cover a multiplicity of subjects because of the complex nature of the latest models of automobiles. It had to include the fundamental laws of electricity; machine shop practice; oxyacetylene cutting, welding, and decarbonizing; automobile starting, lighting, and ignition systems; storage battery repairing; and the more complex and delicate automobile adjustments and repairs

The time was divided as follows:—

Schedule for thirteen weeks.		
Electricity, lectures and laboratory.....	4	hours per week
Machine Shop Practice.....	4	“ “
Machine and Electrical Diagram Sketching.....	4	“ “
Automobile Mechanics, lectures.....	10	“ “
Automobile Mechanics, shop work.....	17	“ “
	39	“ “

One full week of thirty-nine hours was devoted to the practical uses of the oxyacetylene flame.

All of the instruction was specialized and closely adapted to the particular needs of the garage mechanic. The instruction in electricity was given by one of the professors in electrical engineering on the regular staff of the Technical College, the machine sketching by the instructor in machine design of the short term course in that subject, the machine shop work in the college shop by the regular instructor, the practice with the oxyacetylene flame by an expert demonstrator from L’Air Liquide Co., while a special instructor in automobile mechanics conducted the main part of the course. The results were very gratifying and the men made satisfactory progress. They are being followed up to find out just how far their general ability has been raised by the instruction.

The short term course is a new development in adult education and as yet is offered in very few places outside of industry itself. With waning apprenticeship it holds great possibilities for the training of skilled and superior mechanics.

CORRESPONDENCE STUDY DIVISION

The obvious function of the division is to bring education to those who live in isolated districts or who, for any reason, do not care to attend classes, but an encouraging result has been that several of the students have, through the formation of the “study habit,” been enabled to enter evening classes, the short courses, or continue their education in the high schools.

That the opportunity for study is appreciated by the mechanic is shown by the enrolment in drafting and mathematics, which may be called the “key studies” for all mechanical trades.

In trades like plumbing, where there is a form of apprenticeship, the division is doing good work in giving such theoretical instruction, together with practice in drawing, as will enable men to obtain the plumber’s license, and, out of an enrolment of eight, five have completed the course and obtained the master plumber’s certificate.

SESSIONAL PAPER No. 26

The most notable feature of the year has been the interest shown in the work by large employers of labour in the province. The Maritime Telegraph and Telephone Company, Limited, has approved the telephony courses and offered inducement to its employees to study the subject, and seventy men have been enrolled. The instructor, who is a graduate of the Nova Scotia Technical College, is the chief engineer of the company, and the executive heads of the various departments not only take a keen interest in the progress of their men, but also give them advice and assistance in their studies. When a man completes a course a copy of his record card and reports by the instructor and superintendent of the division are sent to the company.

Every effort is being made to further develop this extension work so that it may take the place, to some extent, of the old apprenticeship system which has fallen into disuse with the result that there is now a serious shortage of trained men in almost every trade.

CONCLUSIONS

The work in secondary technical education during the past year has been satisfactory in all established departments. New projects must be delayed until it is possible to secure a larger provincial revenue. No work or service that has been previously carried out was amended or curtailed and slight advances were encountered in many directions. The need of full-time day schools of a vocational nature, paralleling the regular high schools, is more and more insistent, but must be temporarily delayed until more funds are available.

NOVA SCOTIA—SUMMARIZED STATEMENT OF ATTENDANCE AND TEACHERS IN VOCATIONAL SCHOOLS—SCHOOL YEAR ENDING JUNE 30, 1923

Municipality and School	Department or Course of Study	Enrolment and Attendance					Teachers		
		Short Term and Special Students		Evening Students		Total Enrolment in School	Part-time Day or Occasional	Evening	Total Teachers in School
		Total Enrolment	Average Attendance or Student Hours	Total Enrolment	Average Attendance or Student Hours				
Amherst.....	Technical.....			190	158	190		11	11
Glace Bay.....	".....			180	156			8	
".....	Mining.....			87	37	267		3	11
Halifax.....	Technical.....			1,244	874	1,244		54	54
Kentville.....	".....			78	55	78		4	4
New Glasgow.....	".....			282	192			13	
".....	Mining.....			14	10	296		1	14
Sydney.....	Technical.....			416	215	416		17	17
Sydney Mines.....	".....			65	56			3	
".....	Mining.....			136	73	201		6	9
Stellarton.....	Technical.....			106	84			5	
".....	Mining.....			7	53	183		4	9
Springhill.....	Technical.....			21	20			1	
".....	Mining.....			50	31	71		4	5
Westville.....	Technical.....			50	44			2	
".....	Mining.....			32	24	82		3	5
Yarmouth.....	Technical.....			88	60	88		6	6
River Hebert.....	Mining.....			33	20	33		2	2
East River Hebert.....	".....			16	7	16		1	1
Joggins Mines.....	".....			49	29	49		3	3
Thorburn.....	".....			32	19	32		3	3
Inverness.....	".....			18	14	18		2	2
Birch Grove.....	".....			15	12	15		1	1
Dominion.....	".....			60	26	60		2	2
Dominion No. 6.....	".....			9	7	9		1	1
Florence.....	".....			31	19	31		2	2
New Waterford.....	".....			46	26	46		3	3
Reserve Mines.....	".....			30	15	30		2	2
Little Bras d'Or.....	".....			30	21	30		2	2
Port Morien.....	".....			38	30	38		2	2
Lunenburg.....	Technical.....			72	63	72		4	4
Clark's Harbour.....	".....			51	17	51		2	2
Halifax.....	Electrical Machinery.....	9	8				1		
".....	Land Surveying.....	4	4				1		
".....	Technical Chemical Analysis.....	2	2				1		
".....	Metallurgy of Steel.....	1	1				1		
".....	Architectural Drafting.....	4	4				1		
".....	Machine Drafting and Design.....	2	2				1		
".....	Auto. Mechanics.....	9	9			31	5		11
Total enrolment and teachers.....						3,677			188

Correspondence Instruction—Enrolment, 562; Teachers, 33; Active Students, 434.

NEW BRUNSWICK

REPORT OF THE DIRECTOR OF VOCATIONAL EDUCATION

F. Peacock

During the year four day schools and departments have been in operation, with a total enrolment of 134 full-time students. Nine localities operated evening schools, serving 981 students. Two short courses were held which were attended by 86 students. The 1922 summer school for teachers had an enrolment of 92 for the full course. The winter courses for garage workers had an enrolment of 26. The total number in all classes was 1,319, and 76 teachers were employed.

Instruction by itinerant teachers was not carried on during the year because qualified instructors were not available.

The outstanding characteristics of the year were the passage of the Vocational Education Act, 1923, and the inauguration of winter short courses for garage workers in storage batteries, motor generator work and oxyacetylene welding.

NEW LEGISLATION IN 1923

By the "Vocational Education Act, 1923", a step was taken toward the unification of the educational system of the province. Policies adopted by the vocational board are to be carried out only after being approved by the board of education. Previously these boards were independent of each other.

The new legislation gives local school boards full power to initiate and finance local programmes of vocational education, subject to provincial approval, without reference to city councils. Formerly the enforcement of the Attendance Act was required in all communities that wished to take advantage of government grants for vocational education. The new Act makes no reference to compulsory school attendance.

The status of local vocational committees and the money grants provided for vocational education were not changed by the 1923 Act.

The same types of schools and methods of administration obtain as under previous legislation.

By providing unity of provincial control and greater freedom of local action, the new Act should be a more efficient tool than the old with which to advance the cause of vocational education.

NEW DEVELOPMENTS

Winter short courses in storage batteries, motor generator work and oxyacetylene welding were introduced during the year. The attendance was limited to bona fide garage workers, and the instruction was given by men of thorough technical training and extended practical experience. Twenty-six ambitious young men presented themselves for instruction and reports received from them indicate that their courses are proving most useful and profitable.

Retrenchment rather than advancement in expenditures has been the order of the day in New Brunswick during the past year; therefore no new building programmes have actually been launched. Some progress has been made with building plans, however, in St. John, Fredericton, McAdam Junction, and Marysville. The St. John vocational committee has approved the recommendations of the Rutherford survey report of that city, and an architect is now at work on plans of a building which will be devoted wholly to vocational education. The other communities mentioned will construct buildings of the composite type to house both vocational and general education classes.

TEACHER TRAINING

New Brunswick pays the travel and tuition expenses of approved individuals who desire to take special courses abroad preparatory to teaching day vocational classes in the province. Most of those now teaching have availed themselves of this aid.

The 1922 summer school for evening instructors and others was held at Moncton. Ninety-two directors, teachers and trades people attended. The staff and subjects taught were as follows:—

Modern Psychology—George J. Trueman, M.A. Ph.D., President Mount Allison University.

Surveys and Vocational Programmes and Commercial Education—M. A. Sorsoleil, B. A., expert in commercial education for the Ontario Department of Education.

Vocational Education and its Administration and Vocational Guidance and the Junior High School—L. H. Dennis, Director of Vocational Education for the State of Pennsylvania.

Vocational Agriculture—R. W. Heim, Director of Vocational Education for the State of Delaware.

Automotive Electricity—R. T. Steeves, Itinerant Instructor for the New Brunswick Vocational Education Board.

Costume Design; Dressmaking III and Textile II—Millicent M. Coss, B.A., B.S., Clothing Expert in charge of teacher training for the Massachusetts Board of Education.

Methods of Teaching and Practice Teaching—Sarah M. Barnett, Supervisor Home-making Department, New Brunswick Vocational Education Board.

Millinery I—Mrs. Nellie F. Carleton, Trade Milliner, St. John, N.B.

Millinery II; Design and Textiles I—Caroline H. Wilson, Head of Millinery Department, Simmons College, Boston.

Foods I and II—Mildred H. Arnold, Head of Home Economics Department, Riverside Consolidated School.

Sewing; Dressmaking I and II—Mrs. Zita McIntosh, Trade Dressmaker, Fredericton.

Nutrition I, II and III and Rural Home Economics Methods—Agnes N. Sharp, Superior First Class License, Graduate McDonald College, Guelph, in Home Economics. Specialized in rural school lunch work in Saskatchewan.

Mr. Sorsoleil, assisted by his class, made a complete vocational education survey of Moncton city. The report on this with recommendations and all data collected was turned over to the Moncton school board under whose auspices the survey was made.

At this summer school Mr. A. W. Crawford, Director of Technical Education for Canada, conducted special lectures and conferences for three days.

PURPOSE OF SECONDARY VOCATIONAL EDUCATION

By subsidizing secondary day vocational schools and departments, evening schools and short courses in communities which initiate these, New Brunswick plans to bring opportunities for commercial, industrial, agricultural and home

SESSIONAL PAPER No. 26

economics training to the doors of a large proportion of her population. To the extent to which school districts have already taken up the work adults are receiving instruction in problems arising out of their daily employment, and students of high school age are following courses which will fit them for profitable employment in specific fields. Those undertaking a commercial day course, for instance, do not expect to matriculate on its completion, but to enter upon a job in the commercial world. Half their time in school is spent in technical training to prepare for this, and the remainder in the study of English, history, economics and health, in preparation for enlightened citizenship.

PERSONNEL

The membership of the Vocational Board was changed under the 1923 Act. The present personnel is as follows:—

Members Appointed by the Board of Education

Hon. Fred Magee, Port Elgin, Chairman; Rev. Father Tessier, St. Joseph's College; Mr. George H. Maxwell, St. John; Mr. R. K. Tracey, M.L.A., Centreville; Mr. W. H. Miller, Campbellton.

Members Ex-Officio

Dr. W. S. Carter, Chief Superintendent of Education, Vice-Chairman; Dr. H. V. B. Bridges, Principal of Normal School; Mr. Harvey Mitchell, Deputy Minister of Agriculture.

Administrative Staff

Fletcher Peacock, Secretary and Director; Sarah M. Barnett, Supervisor, Home-making Department; Marguerite L. Taylor, Clerk and Stenographer.

NEW BRUNSWICK—SUMMARIZED STATEMENT OF ATTENDANCE AND TEACHERS
IN VOCATIONAL SCHOOLS, YEAR ENDING JUNE 30, 1923

Municipality and School	Department or Course of Study	Enrolment and Attendance					Teachers			
		Regu- lar day Students	Short term	Evening Students		Total Enrolment in School	Full-time Day	Short Term	Evening	Total Teachers in School
		Total Enrolment	Total Enrolment	Total Enrolment	Average Attendance					
Fredericton High						372				19
	Commercial.....	40		59	44.4		2		3	
	Home Economics...			158	127.2				6	
	Industrial.....			83	58.9				5	
	General.....			32	24.7				3	
Devon Evening School.....						80				4
	Home Economics...			53	44.2				2	
	General.....			10	7.6				1	
	Industrial.....			17	11.4				1	
Marysville Evening.....						128				6
	Home Economics...			70	55.3				4	
	Industrial.....			58	46.7				2	
Edmundston Evening.....						93				3
	General.....			18	9.8				1	
	Home Economics...			75	53.2				2	
Bathurst.....						81				4
	Home Economics...			55	36.9				2	
	General.....			26	17.0				2	
Chatham.....						49				4
	Home Economics...			39	30.7				3	
	General.....			10	7.0				1	
Milltown.....						135				7
	Home Economics...			39	32.1				2	
	Commercial.....	28		30	23.0		1		2	
	General.....			38	25.0				2	
Jacquet River...						23				2
	Home Economics...			12	8.6				1	
	General.....			11	8.0				1	
Sackville.....						88				5
	General.....			22	14.1				2	
	Home Economics...			66	49.2				3	
Carleton County Vocational School						147				7
	1st year Agriculture	5					3			
	2nd year Agriculture	8	75					1		
	Commercial.....	24					2			
	Home Economics...	24	11					1		
Riverside.....						5				1
	2nd year Agriculture	5					1			
Totals..		134	86	981		1,201	9	2	51	62

Teacher Training—Summer School—Enrolment, 92; Teachers, 11
Courses for garage men “ 26; “ 3
Total number of students, 1,319
Total number of teachers, 76

SESSIONAL PAPER No. 26

SUMMARY OF ATTENDANCE—ENROLMENTS AND SUBJECTS OF STUDY—DAY
CLASSES, 1922-23

	Agri- culture	Farm Mechanics	Acade- mic Subjects	Com- mercial	Home Econo- mics	Number of Classes	Total Enrol- ment
Carleton County Vocational School.....	13	13	45	24	24	5	61
Riverside.....	5					1	5
Milltown.....				28		1	28
Fredericton.....				40		2	40
Totals.....	18	13	45	92	24	9	134

SUMMARY OF ATTENDANCE—ENROLMENT AND SUBJECTS OF STUDY—EVENING CLASSES, 1922-1923

	Mechanical Drawing	Motor Mechanics	Industrial Stitching	Automotive Electricity	Typewriting	Shorthand.	Salesmanship	Bookkeeping	Reading and Writing	General Education	Cookery	Advanced Dressmaking	Elementary Dressmaking	Plain Sewing	Millinery	French	Arithmetic and Geometry	Preparatory	Dressmaking	Home Nursing	Academic	Number of Classes	Total Enrolment
Fredericton.....	16	42	9	16	16	17	5	21	7	25	23	17	6	18	64	..	..	..	25	5	..	17	332
Devon.....	..	17	..	..	..	..	..	..	..	10	..	..	..	..	22	..	..	..	31	..	..	4	80
Marysville.....	..	53	..	..	..	..	..	..	..	18	..	..	..	11	25	..	..	..	23	11	..	5	128
Edmundston.....	12	..	..	..	43	..	..	..	..	32	..	..	3	93
Bathurst.....	10	..	..	13	..	14	..	..	42	..	..	4	81
Chatham.....	8	..	..	..	..	..	15	..	..	10	..	11	..	..	4	49
Milltown.....	12	..	..	..	..	24	..	28	6	107
Jacquet River.....	22	..	..	..	..	..	..	16	..	..	20	11	..	..	..	..	..	2	23
Sackville.....	15	..	7	30	..	..	5	88
Totals.....	16	117	9	16	38	17	5	29	7	75	33	33	6	130	131	40	10	7	218	16	28	50	981

ONTARIO

REPORT OF THE DIRECTOR OF TECHNICAL EDUCATION

F. P. Gavin

By the Vocational Education Act of 1921, the Industrial Education Act of 1914, and the subsequent amendments thereto, have been repealed. The new Act provides for the establishment and development of vocational schools giving instruction in industrial, homemaking, art, technical, commercial and agricultural subjects. Under the Act schools may be established giving instruction in one or more of these types of vocational education, or departments may be established in schools of the composite type giving instruction in one or more of these branches.

TYPES OF VOCATIONAL SCHOOLS

The Industrial Schools and Departments are designed to give boys and girls looking forward to employment a thorough training in the essentials of a general education, and at the same time to furnish a special training in the subjects and operations which are fundamental to the trades and industries in which they expect to become employed.

The Homemaking Schools and Departments are planned to provide for girls a substantial extension of their training in the essentials of a general education, and at the same time a special training in the subjects and processes which will lead to efficiency in home activities.

The Art Schools and Departments are planned to provide the training needed by those who are preparing to follow either the fine or the applied arts as their vocation. Special courses may be offered also for those who are taking other vocational courses or are engaged in other pursuits.

The Technical High Schools and Departments are planned to meet the needs of those who are looking forward to occupying junior executive and technical positions in the trades and industries or to proceeding to higher institutions for advanced training in technical and engineering lines.

The Commercial High Schools and Departments are planned to meet the needs of boys and girls looking forward to employment in commercial occupations. The courses of instruction provide for a good general education and for a special training in the subjects related to commercial pursuits.

The Agricultural High Schools and Departments are planned to meet the needs of boys and girls who expect to be occupied in farming, dairying, stock-raising, fruit-growing, or gardening. The courses of instruction provide for a good general education and for special instruction in the subjects, processes, and operations which are fundamental to these occupations.

SUMMARY OF PROGRESS

The vocational schools continue to make satisfactory progress. The following tables furnish the best evidence of the developments of recent years:—

SUMMARY OF ATTENDANCE—DAY VOCATIONAL SCHOOLS

	1920-21	1921-22	1922-23
Number of full-time teachers.....	191	212	288
Number of part-time teachers.....		60	49
Number of full-time pupils on roll.....	2,600	5,344	6,958
Average attendance of full-time pupils.....	2,123	4,260	5,454.3
Number of part-time pupils on roll.....	907	574	988
Aggregate student-hours of part-time pupils.....	40,996	37,776	60,972.5
Number of special pupils on roll.....	1,019	1,604	1,456
Aggregate student-hours of special pupils.	223,570	351,214	247,439.5

SUMMARY OF ATTENDANCE—EVENING VOCATIONAL SCHOOLS

	1920-21	1921-22	1922-23
Number of teachers	909	1,075	1,097
Total number of pupils	27,297	32,545	33,581
Aggregate student-hours	1,119,287	1,176,039	1,510,310

SUMMARY OF EXPENDITURES OF MUNICIPALITIES

	1919	1920	1921
Total expenditures.....	659,072 82	1,347,905 04	1,585,086 36
Legislative grants.....	140,294 41	511,021 04	670,758 56

The figures for 1922 are not yet available.

LEGISLATION AND REGULATIONS

No changes have been made in the Act or in the Regulations governing vocational schools.

NEW DEVELOPMENTS AND BUILDING OPERATIONS

Perhaps the outstanding feature in the development of vocational education during the year has been the efforts of local school authorities to provide accommodation for carrying on the work.

The Third Annual Report of the Technical Education Branch of the Department of Labour contained an account of building projects under way at Sault Ste. Marie, Sarnia, Hamilton, Windsor, and Walkerville. The buildings at Sault Ste. Marie, Sarnia, and Hamilton were completed in time for occupancy in September, 1922. The Windsor and Walkerville Technical School will be ready for use in September, 1923.

New buildings of the composite type to provide for all types of secondary school education have been under way in St. Catharines, Kitchener, and Guelph, and will be ready for use in September, 1923.

In Toronto the new Riverdale Technical School, a branch of the Central Technical School, will be completed and ready for use in September, 1923.

Renfrew has just completed the erection of a building for composite school purposes of a type somewhat different from that of those just mentioned. Accommodation is provided for vocational courses in agriculture. This building will be occupied by classes in September, 1923.

Galt has under construction a large addition to the Collegiate Institute, which will furnish accommodation for vocational classes.

Weston is one of the smaller municipalities that has made provision for industrial and technical education. A new building adjacent to the High School will be ready for use in September, 1923.

Owen Sound has under construction a substantial addition to the Collegiate Institute specially designed to accommodate vocational classes.

The readiness of local school authorities to provide their share of the expenditures for buildings and equipment for vocational education shows that the need for vocational schools is felt in the communities concerned.

SESSIONAL PAPER No. 26

The following table shows the value of the accommodation for vocational schools that has been provided in the last three years, or is being provided in the places mentioned. In some cases the accommodation is in a self-contained vocational school, in others it forms a separate wing or a portion of a composite school.

Ottawa.....	\$115,000 00
Niagara Falls.....	177,448 00
Sudbury.....	225,000 00
Fort William.....	233,284 54
Sarnia.....	343,092 50
Sault Ste. Marie.....	255,000 00
Windsor and Walkerville.....	800,000 00
Hamilton.....	755,988 00
Toronto (East End Technical School).....	820,000 00
St. Catharines.....	231,806 48
Guelph.....	214,198 70
Kitchener.....	270,073 69
Galt.....	252,000 00
Weston.....	120,000 00
Renfrew.....	86,813 39
Owen Sound.....	200,000 00

STATIONARY ENGINEERING

Officers of the Technical Education Branch, in consultation with the Board of Stationary and Hoisting Engineers of the Department of Labour, have compiled a manual to aid students in preparing for examinations in stationary engineering, and to assist teachers in vocational schools in giving instruction in this work. This manual is placed in the hands of the teacher. Copies may be purchased by students for a nominal sum from the Department of Education.

HOME NURSING

A course of study in home nursing has been prepared by officers of the Technical Branch. This outline is intended for the guidance of teachers of this subject.

NAVIGATION AND MARINE ENGINEERING

A short term full-time day school for navigators and marine engineers has been organized in Midland. Midland is an important lake port in which live a considerable number of men concerned in lake navigation. The school was attended by 13 men preparing for masters' or mates' certificates, and by 11 men preparing for marine engineers' certificates. This school is in addition to those already in operation in Kingston and in Collingwood.

COMMERCIAL EDUCATION

The Vocational Education Act of 1921 made provisions for the organization of commercial departments in connection with vocational schools. Prior to the passing of the Act all commercial instruction in secondary schools was carried on under the High Schools Act.

The commercial departments of the vocational schools have been organized in response to the need for broader and more extended courses for those who are to enter any department of business life. The requirements of these courses should be worked out with a great deal of care. Stress should be laid on the academic subjects necessary for a good general education, and on the practical side the courses should be adapted to fit young people for the varied demands of business. It is important to find out just what are these demands. As a preliminary step in this direction, Mr. M. A. Sorsoleil, one of the organizers of the Technical Branch, made an enquiry among the business men in Toronto. The

following results of this enquiry are illuminating and should be studied by all teachers in commercial departments:—

1. A number of business concerns find it necessary and advisable to give instruction, academic or commercial or both, to their employees.

2. There is a constant demand for juniors sixteen or seventeen years of age with education carried beyond the public school for whom some commercial education would be an advantage.

3. There is also a demand for beginners with matriculation standing, or the equivalent, for whom business education would be helpful.

4. Business men ask that training in penmanship, arithmetic, English, and spelling be very thorough.

5. The stenographer generally required is an expert typist equipped with secretarial qualifications.

6. Clerks and machines are replacing the book-keeper. However, there is still need for the trained book-keeper, the accountant, the auditor, and the cost accountant.

7. Persons going into office employment should have some skill in the commoner office machines.

8. There is a general opinion in favour of the teaching of salesmanship.

9. The teaching of book-keeping should illustrate modern business methods.

10. Opinion is divided as to the desirability of teaching stenography to all students in schools of commerce. Only eight out of forty-five firms recognize it as the road to promotion.

11. There is a growing opinion that all going into business should receive some training in typewriting.

12. A large percentage of persons in commercial employment are neither accountants nor stenographers. The suggestion was made that the course in commerce should be comprehensive enough to furnish training for these persons.

13. Many business men regard a knowledge of economics and commercial geography as fundamental to a business course.

14. Fifteen of the firms interviewed expressed themselves as willing to co-operate with the schools in giving the students some business practice.

15. It was commonly recognized that a study of materials, processes, and products of manufacture is an important factor in the business intelligence of salesman, stenographer, and accountant.

TEACHER-TRAINING ACTIVITIES

Summer school courses for teachers of vocational subjects were given in 1922 and 1923 in the Central Technical School, Toronto. The enrolment was as follows:—

	1922		1923	
	First Year	Second Year	First Year	Second Year
Men.....	17	13	38	13
Women—				
Dressmakers.....	27	15	16	14
Milliners.....	15	3	9	7
Teachers.....	14	11	17	7
	73	42	80	41
Totals.....	115		121	

SESSIONAL PAPER No. 26

The men's classes were made up of teachers, with trade experience of machine shop practice, motor mechanics, carpentry, cabinetmaking, electricity, power-plant operating, sheet metal work and mechanical drawing.

The women's classes were made up of teachers, with trade experience, of dressmaking and millinery, and of teachers of household art subjects, who wished to improve themselves on the practical side of their work.

The enquiry into the kind of training needed for entrance into commercial occupations, mentioned above, showed that there is a general opinion among business men that salesmanship should be a subject of instruction in commercial schools. To aid teachers of commercial subjects in vocational schools in preparing to teach salesmanship, a summer course was offered in 1923. The teachers in attendance, six in number, received instruction in the principles and methods of salesmanship, and also three hours a day actual practice in large departmental stores.

The present arrangements for training teachers of vocational subjects require the teacher-in-training to attend two summer sessions, each of about twenty-five days of five hours each. This arrangement is temporary, pending the establishment of a permanent training institution, and is expected to terminate in September, 1924.

The experience of the past three years in the summer schools shows that the time available is not adequate to give the amount and kind of training that is desirable. Not only is more time needed for instruction in the principles of teaching and in school methods, but more time and better facilities are needed for practice teaching. Each teacher-in-training should have an opportunity to teach in classes of adolescents some twenty to thirty practice lessons.

The necessity for the establishment of a training institution affording facilities for practice teaching is steadily becoming more urgent. Plans are now being matured for the establishment of such a school in connection with one of the large technical schools.

STAFF CHANGES

Dr. F. W. Merchant, who was appointed Director of Technical Education in 1912, has been made Chief Director of Education for the province. The remarkable development in vocational education in Ontario during the period of his administration is a tribute to his wise and stimulating leadership. In his new position he will still exercise a general oversight over the vocational schools.

Mr. F. P. Gavin has been promoted to the position of Director of Technical Education.

ONTARIO—SUMMARIZED STATEMENT OF ATTENDANCE AND TEACHERS IN VOCATIONAL SCHOOLS YEAR ENDING
JUNE 30TH, 1923

Municipality and School	Department or Course of Study	Male and Female	Enrolment and Attendance							Teachers					
			Regular Day Students		Part-time Day Students		Short Term and Special Students		Evening Students		Total Enrol- ment in School	Full- time Day	Part- time Day	Even- ing	Total teach- ers in school
			Total Enrol- ment	Average Attend- ance	Total Enrol- ment	Stu- dent Hours	Total Enrol- ment	Student Hours	Total Enrol- ment	Student Hours					
Day Schools— Chatham...	Industrial and Home- making.	M. F.	20 10	21	1	242.5	2	1,303.5	119 163	12,216 5,124	315	4	1	14	19
Collingwood	Technical.....	M. F.	.....	.....	19	4,109	.....	.....	8 128	.....	155	2	.....	6	8
Port William	Industrial, Technical and Home-making.	M. F.	37 21	49.1	.....	.....	.....	.....	336 306	18,659	806	10	.....	24	34
Galt.....	Commercial.....	M. F.	89 55	87.6	.....	.....	.....	.....	101 234	.....	.....	.....	.....	.....	.....
Haileybury	Industrial, Technical and Home-making.	M. F.	103 35	134	.....	.....	.....	.....	.....	11,870	493	4	1	16	21
Hamilton...	Industrial, Technical, Art and Home- making.	M. F.	691 158	506	100	4,878	58 62	34,801	2,161 1,578	90,053	4,808	48	2	105	155
Kingston....	Technical.....	M.	220	.....	.....	.....	29	4,365	No.	Evening	29	1	1	.....	2
London.....	Industrial, Technical, Art and Home- making.	M. F.	111 86	256	.....	.....	.....	.....	595 496	39,640	.....	24	4	44	72
.....	Commercial.....	M. F.	246	260	155 174	26,699	28 21	16,723	.....	.....	2,132	.....	.....	.....	.....
Midland.....	.....	No returns received from Board	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Niagara Falls.	Industrial, Technical and Home-making.	M. F.	53 8	45	.....	.....	.....	.....	301 184	14,112	.....	6	2	15	23
.....	Commercial.....	M. F.	9 81	71	.....	.....	.....	.....	.....	.....	636	.....	.....	.....	.....
Ottawa.....	Industrial, Technical, Art and Home- making.	M. F.	185 62	175.6	.....	.....	.....	.....	1,297 3,451	348,605	.....	24	11	85	120
.....	Commercial.....	M. F.	68 170	181.8	36 1	7,106	422	13,236	.....	.....	5,692	.....	.....	.....	.....
Sarnia.....	Industrial, Technical and Home-making.	M. F.	110 25	92	.....	.....	.....	.....	373 392	21,882	.....	11	8	26	45
.....	Commercial.....	M. F.	7 153	136	11 2	2,655	.....	.....	.....	.....	1,073	.....	.....	.....	.....

SESSIONAL PAPER No. 26

Sault Ste. Marie.	Industrial, Technical and Home-making. Commercial.....	M. F.	73	14	8	61	988	60,972.5	1,456	247,439.5	190	11,842	8	1	16	25
Sudbury.....	Industrial, Technical and Home-making. Commercial.....	M. F.	82	48	6	74	3	255	3	617	105	10,768	8	6	13	27
Toronto (Central).	Industrial, Technical, Art and Home-making. Commercial.....	M. F.	14	37	1,324	36.5	4	192	52	4,484	3,434	449,293	79	4	194	277
Toronto (H.S. of Commerce)	Industrial, Technical and Home-making. Commercial.....	M. F.	522	1,110	1,466	1,466	293	15,028	605	172,426	3,806	10,347	43	60	103	
Windsor and Walkerville.	Industrial, Technical and Home-making. Commercial.....	M. F.	61	17	46	70	252	268		61,644	1,019	636	13	2	48	63
										2,031			288	49		
NIGHT SCHOOLS			6,958			5,454.3	988	60,972.5	1,456	247,439.5						
Amherstburg.	Industrial and Commercial.	M. F.									36	3,399	78		8	8
Brantford...	Industrial, Home-making and Commercial.	M. F.									427	18,800	988		25	25
Beamsville..	Industrial, Home-making, Commercial and Agriculture.	M. F.									55	3,520	121		8	8
Brockville...	Industrial, Home-making and Commercial.	M. F.									136	12,950	389		17	17
Barrie.....	Industrial, Home-making and Commercial.	M. F.									36	8,390	101		7	7
Belleville....	Industrial, Home-making and Commercial.	M. F.									167	12,454	400		18	18
Cobourg.....	Industrial, Home-making and Commercial.	M. F.									54	2,825	160		14	14
Dundas.....	Industrial, Home-making and Commercial.	M. F.									20	5,504	105		6	6
Espanola....	Industrial.....	M. F.									42	3,425	75		4	4

ONTARIO—SUMMARIZED STATEMENT OF ATTENDANCE AND TEACHERS IN VOCATIONAL SCHOOLS YEAR ENDING
JUNE 30, 1923—Concluded

Municipality and School	Department or Course of Study	Male and Female	Enrolment and Attendance						Teachers						
			Regular Day Students		Part-time Day Students		Short Term and Special Students		Evening Students		Total Enrol- ment in School	Full- time Day	Part- time Day	Even- ing	Total teach- ers in school
			Total Enrol- ment	Average Attend- ance	Total Enrol- ment	Stu- dent Hours	Total Enrol- ment	Student Hours	Total Enrol- ment	Student Hours					
NIGHT SCHOOLS —Con.															
Fairbank....	Industrial and Home- making.	M. F.							89	8,754	169			10	10
Goderich....	Industrial, Home- making, Commer- cial.	M. F.							26 114	2,244	140			6	6
Gananoque..	Industrial, Home- making and Com- mercial.	M. F.							29 56	3,382	85			10	10
Guelph.....	Industrial, Home- making and Com- mercial.	M. F.							240 493	33,190	733			32	32
Hespeler....	Industrial, Home- making.	M. F.							52 131	6,571	183			8	8
Ingersoll....	Industrial, Home- making and Com- mercial.	M. F.							49 47	3,982	96			6	6
Iroquois Falls.	Industrial, Home- making.	M. F.							82 34	2,162	116			6	6
Kenora.....	Industrial, Home- making and Com- mercial.	M. F.							50 54	3,154	104			9	9
Kitchener...	Industrial, Home- making and Com- mercial.	M. F.							161 249	15,856	410			18	18
Lindsay.....	Industrial, Home- making and Com- mercial.	M. F.							116 73	4,985	189			14	14
Midland.....	.....	No retu rns recei ved from Board.													
North Bay..	Industrial, Home- making and Com- mercial.	M. F.							111 154	10,370	265			12	12
Oshawa.....	Industrial, Home- making and Com- mercial.	M. F.							89 134	9,508	223			10	10

MANITOBA

REPORT OF THE DIRECTOR OF TECHNICAL EDUCATION

R. B. Vaughan

During the year ending June 30, 1923, the effects of the economic stringency, so loudly proclaimed in other lines of western industry, have been very acutely felt in the field of vocational education. School boards have been subjected to the demands of tax payers for retrenchment, and, regardless of their opinion of the value of the courses, the work has in some cases been eliminated from the school programme.

In the evening school courses an attempt has been made to make the classes more nearly self supporting and larger registration fees have been charged. Whether due to this reason or not, the attendance has not compared favourably with the previous year. On the other hand many of the teachers believe that one effect of higher fees has been the selection of a more purposeful class of students.

In Winnipeg the practical arts course for girls and the commercial course have continued to be popular with the students. The purpose of the commercial course is to give the beginning of a commercial training and at the same time allow the students to maintain their standing in the university matriculation course. The course in practical arts for girls offers similar opportunities by allowing the students to take sufficient academic work to practically keep up their matriculation subjects and devote a large part of their time to preparation for the home-making vocation. If at the end of two years they decide not to complete their university training, they may specialize on home economics subjects to a much larger extent for the remainder of their course.

The junior matriculation and engineering course for boys has been badly interfered with by the junior high school programme, which to date has not been favourable to the working out of the vocational courses.

In relation to preparation for the trades and industries no school has taken advantage of the practical arts course for boys that was recognized by the Federal Department of Labour. The object of this course was to provide an opportunity to give instruction to boys of high school age that would be of value to them in the vocations concerned with trades and industry. It is recognized that at an age of from fourteen to sixteen years the choice of a vocation is a very difficult decision for a boy to make, and this course, like the commercial course and the practical arts course for girls, was so outlined that it could be carried by students for two years, allowing them to secure standing for matriculation and to devote the major part of their time in the senior year to more specific vocational work.

The following figures show a comparison of the work for the years ending June, 1922, and June, 1923—

	1922	1923
Number of day schools.....	18	11
Number of evening schools.....	4	3
Number of teachers in day schools.....	45	22 full-time 97 part-time
Number of teachers in evening schools.....	85	49
Total attendance day schools.....	3,506	1,535
Total attendance evening schools.....	2,295	1,950

SESSIONAL PAPER No. 26

NOTE.—The difference between 3,506 and 1,535 is largely accounted for by a change in the form of report. In the 1923 returns only students taking regular vocational courses are shown.

The teacher training classes begun in 1921 and 1922 continued with increasing success during the year. A class of forty, consisting of teachers and practical mechanics, was conducted throughout the winter. This class will open again in October, 1923, with a course in applied mathematics.

Provision for a six weeks' summer course in home economics for girls has been made. It will be held at the Manitoba Agricultural College during July and August. Students will go into residence and take intensive training in cooking and sewing.

Part time education has made no noticeable advance since the last report.

No legislation respecting vocational education has been passed during the year.

MANITOBA—SUMMARIZED STATEMENT OF ATTENDANCE AND TEACHERS IN VOCATIONAL SCHOOLS, YEAR
ENDING JUNE 30, 1923

Municipality and School	Department or Course of Study	Enrolment and Attendance										Teachers			
		Male and Female	Regular Day Students		Part-time Day Students		Short-term and Special Students		Evening Students		Full- time Day	Part- time Day or occasional	Even- ing	Total Teach- ers in School	
			Total Enrol- ment	Average Attend- ance	Total Enrol- ment	Average Attend- ance Student Hours	Total Enrol- ment	Average Attend- ance	Total Enrol- ment	Average Attend- ance or Student Hours					
Collegiate Institute, St. James.	Commercial.....	.....	48	35.5	0	0	0	0	40	2,876	214	2	0	2	4
Collegiate Institute, Virden.	Home Economics.	92 girls	92	(4 classes) 20.25	.....	.....	5	4.5	0	0	145	0	1	0	1
Collegiate Institute, Stonewall.	Home Economics.	64 girls	64	15.0	0	0	0	0	0	0	95	0	1	0	1
Collegiate Institute, Portage la Prairie.	.....	186 girls	186	(9 classes) 19.5	0	0	0	0	0	0	236	1	0	0	1
Collegiate Dept., Teu- lon.	Home Economics.	37 girls	37	(3 classes) 11.1	0	0	0	0	0	0	82	0	1	0	1
Public School, St. Lau- rent.	“	27 girls	27	(3 classes) 7.0	0	0	0	0	0	0	0	0	1	0	1
Winnipeg Schools, Daniel McIntyre.	Commercial.....	.....	209	169.5	0	0	0	0	0	0	.....	2	10	0	.....
	Practical Arts.....	106 girls	106	91.9	0	0	0	0	0	0	.....	3	8	0	23
St. John Technical....	Commercial.....	.....	133	103.8	.....	.....	.....	.....	.....	.....	.....	2	11	.....	.....
	Practical Arts....	171 girls	171	142.5	.....	.....	.....	.....	.....	.....	.....	4	8	.....	.....
	Engineering, Even- ing.	110 boys	110	98.0	.....	.....	.....	.....	605	28,619	.....	2	12	19	58
Kelvin Technical.....	Commercial.....	.....	64	49.0	.....	.....	.....	.....	.....	.....	.....	1	8	.....	.....
	Practical Arts....	.....	107	88.0	.....	.....	.....	.....	.....	.....	.....	3	7	.....	.....
	Part Time Appr. Evening.....	.....	24	12,532.5	.....	.....	.....	.....	1,305	40,621	.....	1	.....	28	48
Isaac Newton, J. H....	Commercial.....	.....	89	71.0	.....	.....	.....	.....	.....	.....	.....	1	6	0	7
Machray, J. H.....	“	.....	53	45.5	.....	.....	.....	.....	.....	.....	.....	0	7	0	7
Lord Roberts.....	“	.....	13	11.0	.....	.....	.....	.....	.....	.....	.....	0	7	0	7
Lord Selkirk.....	“	.....	26	20.0	.....	.....	.....	.....	.....	.....	.....	0	9	0	9
Total enrolments and teachers.....		.....	1,535	.....	24	.....	5	.....	1,950	.....	.....	22	97	49	168

SASKATCHEWAN

REPORT ON VOCATIONAL EDUCATION

J. H. McKechnie, Chief Inspector

No marked changes in the field of vocational education in Saskatchewan are to be recorded for the school year just closed. The chief industry at present of this province is agriculture, and agricultural education is excluded from the benefits of the Act. Progress along the lines of so-called vocational education will necessarily be conservative. Judging by the increased enrolment of students and the number of new classes added to the evening programme in the established centres, the progress during the past year has been most encouraging.

In Saskatchewan, the cities of Moosejaw, Regina, Saskatoon, Weyburn and Yorkton are organized for vocational classes under the Technical Education Act, and all are carrying some phase of the work at the present time, except Weyburn. In this latter city certain lines of work were organized for the fall term of 1920, but were temporarily suspended at the close of the school year in 1921. Local conditions will doubtless improve soon to such an extent as to warrant the authorities in resuming the work. During the period referred to, day classes were conducted in household economics and commercial work, with one evening class in dressmaking.

While the city of Prince Albert has not yet taken advantage of the provisions of the Act, nevertheless day classes in commercial work under competent instructors have been a feature of the daily programme of the Collegiate Institute for some years. In addition to this, one member of the staff devotes her entire time to instruction in home economics. At several other points in the province excellent work is being done in this department.

During the past year inquiries have come from several centres in the province and interviews arranged relative to the organization of special classes for vocational education. After discussing the question from all angles, the local authorities did not think the time opportune for undertaking anything beyond that already provided by their present school facilities.

While four cities are at present operating classes under the Act, the work in Yorkton during the past year was limited to day classes in household economics for collegiate girls. In the cities of Moosejaw, Regina and Saskatoon, day classes were also conducted in commercial subjects and these classes were largely attended. The city of Regina in addition to vocational classes in home economics and commercial work, conducted industrial classes where the operation and care of the motor and tractor were studied. The attendance for this work was encouraging and greater enrolment is confidently expected next year.

The character of the work done in the evening classes in the three larger centres was varied and of a high character. Hundreds of young men and women, as well as many married persons, took advantage of the opportunities presented. The following partial list of classes will convey an idea of the work attempted: dressmaking, millinery, cooking, industrial art, commercial work, steam engineering, motor mechanics, salesmanship, English to the non-English, applied mathematics, chemistry and physics, drafting, machine shop, joinery, dietetics, radio-electricity, etc.

There is no special provision in the province for the training of teachers of vocational classes. The teachers of academic subjects are graduates of normal schools, while the remaining instructors are chosen from the various trades, and great care is exercised by the committees that only competent persons are selected. In this respect they have been singularly fortunate.

No real demand for the training of teachers for this work has yet arisen. Should such a demand arise, the necessary department would probably be added to one or both of our present provincial normal schools.

There has not been any extensive building programme during the past. At present the provincial government makes no provision for assistance in this respect. The city of Moosejaw was fortunate in securing one of the buildings used recently by the military authorities. In this building a very commodious and well arranged room has been set aside and equipped for the work in motor mechanics. In Regina, a temporary frame building has been constructed where much of the work with motors and tractors is being done. In Saskatoon, the committee was fortunate in being able to rent a portion of the university building and equipment, where evening classes are conducted in motor mechanics and machine work generally. All other lines of work in each of the cities are carried on in the collegiate institute rooms or basements.

In the day classes there is little demand at present for so-called vocational instruction beyond that given in the commercial and home economics classes, and the former is more definitely vocational than the latter. Students in attendance in the commercial classes have fairly definite notions why they are taking this course. They wish to secure positions in commercial life and with this definite objective in mind are as a rule very attentive and painstaking in their work. The aim of the instruction is to prepare the boys and girls for business life, and up to the present there has not been any serious difficulty in securing positions. It is encouraging to note that graduates of the day classes form a large percentage of the enrolment in evening classes. Having secured positions, the former day students wish to still further improve themselves and return to the night school.

A feature of the commercial course in all the schools is the attention given to English, history, civics, geography and physical culture.

Up to the present there has been no demand for part-time day classes.

As has been pointed out, the authorities try to meet every legitimate demand of adults for instruction in evening classes, and as a result the courses offered are quite varied in number. An analysis of the daily vocations of the persons in attendance is frequently made by the department. For instance, in one class visited, thirteen young men and women were present for instruction in reading, spelling and elementary arithmetic. They were for the most part clerks in stores and helpers in hotels. In another class of seven boys, six of whom worked in tinsmith shops, instruction was being given in sheet metal pattern drafting. Considerable preliminary work involving geometric construction had been done and a familiarity with drafting instruments, geometric terms and their application, gained.

In one of the dressmaking classes, twenty were present. The following indicates the daily vocations of those present:—

Stenographers.....	4
Teachers	3
Dental assistant.....	1
Maids.....	3
Married women.....	4
Clerk in department store.....	1
Girl living at home.....	1
Collegiate girl.....	1
Teacher in training.....	1
Woman preparing for Soldier Settlement Board work.....	1

In a cookery class in one of the cities, fifteen housewives were present. One of the city butchers was present and cut up a quarter of beef before the class, demonstrating and answering questions.

SESSIONAL PAPER No. 26

In a class in millinery there were eighteen housewives and four unmarried women present. The married women present were anxious to learn how to make their own and their children's hats. The others present were also anxious to learn something of millinery to reduce the cost.

In a class in dietetics, nineteen senior nurses and one housekeeper were present.

The classes in English for the non-English are usually well attended.

The enrolment in the evening classes in motor mechanics was heavy and the course was practical throughout. Those present came from garages, from the farms, while others took the course in order to be familiar with their cars. These probably were taking advantage of facilities not intended to be provided by the Technical Education Act.

During the year we were fortunate in having a visit from Mr. A. W. Crawford, Director of Technical Education, who, besides conferring with the departmental authorities, found time to visit Moosejaw, Regina and Saskatoon. At the two latter cities conferences were held with the committees at which there was a helpful exchange of ideas and much valuable information conveyed to the committees.

SESSIONAL PAPER No. 26

Allied Academic Subjects.....	M. F.	.....		.....		.....		.....		.....		.....		.....		.....		.....
		
Total Enrolment and Teachers..		1,292		84	2,160	853	16	3	57	76									
				1,069		2,361													

ALBERTA

REPORT ON VOCATIONAL EDUCATION

J. T. Ross, Deputy Minister

During the school year ending June 30, 1923, there was no marked growth in the field of vocational education in day, part-time, evening and correspondence work throughout the province. There was an average of two thousand and fifty students who received vocational instruction in evening classes, under the authority of local school boards in eighteen cities, towns and villages in the province. In addition there was a considerable number of evening classes in English for new Canadians. An average of one thousand and fifty-six students were enrolled in day, part-time and correspondence classes, receiving instruction in industrial, technical and commercial work, in the cities of Calgary, Edmonton, Lethbridge and Medicine Hat. Three hundred and ninety-two students were enrolled in correspondence work in mining and steam engineering at the Provincial Institute of Technology and Art, Calgary. Statistical tables are appended to this report.

Vocational evening classes were in operation at Bellevue, Blairmore, Brûlé, Calgary, Coleman, Dinant, Drumheller, Edmonton, Evansburg, Hillcrest Mines, Lethbridge, Medicine Hat, Mountain Park, National Park, Nordegg, Rosedale Village, Sedgewick, and the Provincial Institute of Technology.

Vocational day schools were open at Calgary, Edmonton, Medicine Hat, Lethbridge and at the Provincial Institute at Calgary.

INSTRUCTION OF VARIED CHARACTER

The subjects of instruction offered covered a wide field, as the following list shows:—

Steam engineering (for 1st, 2nd and 3rd class certificates), mining engineering (for 1st, 2nd and 3rd class certificates), electrical engineering, motor mechanics, machine-shop practice, gas engineering, battery and ignition, armature winding, woodwork, telegraphy, drafting (architectural, mechanical, mine survey, sheet metal), shop mathematics, business English and arithmetic, chemistry, matriculation subjects, cookery, millinery, sewing, dressmaking, dietetics for nurses, art appreciation, drawing and design, commercial illustration, shorthand, typewriting, bookkeeping.

With a few exceptions the enrolment and attendance in these classes were satisfactory. It may be noted that a few night schools which were conducted during the 1921-22 school year were discontinued during the year 1922-23, but it will further be noted that several new classes were conducted during that latter period and it is hoped that similar classes will be conducted in a greater number of centres during the year 1923-24, thereby affording rural communities the advantages enjoyed by residents of the cities.

The work was carried on in the following types of schools:—

Four commercial high schools, two technical schools, one provincial Institute of Technology and Art, two part-time classes, nine coal-mining schools, three steam engineering schools, four sewing and dressmaking schools, seven business English and arithmetic, and two correspondence classes.

SPECIAL CERTIFICATES

During 1921-22 certificates were issued to teachers of special subjects in this province. Some of these teachers were teaching manual training, house-

SESSIONAL PAPER No. 26

hold economics, music and art in the elementary and secondary schools of the province, others were teaching vocational subjects in the technical schools. In awarding such certificates consideration was given to the technical training and practical experience of such teachers, especially as most of them were engaged as experts in special fields of industry. All were required to present evidence of their academic, professional and vocational training and were granted certificates as teachers of special subjects in accordance with the statements of qualifications submitted. During the year 1922-23 very few such certificates were issued in view of the fact that during the previous year practically all the teachers in the province holding the necessary qualifications were granted special certificates. However, since the inauguration of this system some seventy-five such certificates have been issued by this department.

THE PROVINCIAL INSTITUTE OF TECHNOLOGY AND ART, CALGARY

The new buildings of the institute are now completed and occupied. The instruction given is of a vocational and semi-professional character and has attracted pupils from all parts of the province. The teaching staff has been enlarged, there being a staff of twenty-three specialists, well equipped by training and experience, now engaged. During the year ending June 30, 1923, they gave instruction to nine hundred and sixty-two students in day, part-time, evening and correspondence classes, which enrolment shows a vast increase over that for the year ending June 30, 1922. It is expected, however, that a still further advancement will be made during the year 1923-24.

ALBERTA—STATISTICS OF VOCATIONAL DAY CLASSES, YEAR 1922-1923

Locality	Commercial Subjects		Technical Subjects	
	Enrolment and Total	Enrolment and Total	Enrolment and Total	Enrolment and Total
Calgary—				
Full Day...	204	200	225	200
Part-time.	31	39		
Special.....	— 235	— 239	— 225	— 200
Edmonton—				
Full Day...	226	210	295	422
Part-time.				
Special...	— 226	— 210	— 295	— 422
Lethbridge—				
Full Day.	70	64		
Part-time.				
Special....	— 70	— 64		
Medicine Hat—				
Full Day...	31	26		
Part-time.				
Special...	— 31	— 26		
Provincial Institute of Technology and Art—				
Full Day.....			202	281
Part-time.....				
Special.....				
Correspondence.....			410	395
			— 612	— 676
Total.....	562	539	1,132	1,298

N.B.—First column, Fall term, 1922
Second column, Spring term, 1923

ALBERTA—PROVINCIAL INSTITUTE OF TECHNOLOGY AND ART—ENROLMENT
SUMMARY, 1922-23

Course	Day	Part Time	Evening	Corres- pondence	Total
Armature Winding.....			16		16
Battery and Ignition.....	27		22		49
Chartered Accountancy.....			15		15
Drafting.....	32		34		66
Dressmaking and Millinery.....	21				21
Electrical Engineering.....	71		27		98
Industrial Chemistry.....			11		11
Machine Shop Practice.....			41		41
Mathematics.....			14		14
Mining.....	6			176	182
Motor Mechanics.....	60		36		96
Steam Engineering.....	27		21	216	264
Telegraphy.....			32		32
Tractor.....	57				57
Total.....	301		269	392	962

N.B.—A slight discrepancy will be noted between the enrolment given on this table and on table No. 1, but this is due to the fact that some students took more than one class.

ALBERTA—SUMMARIZED STATEMENT OF ATTENDANCE AND TEACHERS IN VOCATIONAL SCHOOLS—YEAR ENDED JUNE 30, 1923

Municipality and School	Department or Course of Study	Enrolment and Attendance										Teachers					
		Regular Day Students		Part-time Day Students		Evening Students		Total Enrolment in School		Full-time Day	Part-time Day	Evening	Total Teachers				
		Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring								
		Total Enrolment	Student Hours	Total Enrolment	Student Hours	Total Enrolment	Student Hours	Total Enrolment	Student Hours	Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring
Bellevue S.D. No. 1336	Mining															1	1
Blairmore S.D. No. 628	Mining															1	1
Brule S.D. No. 3537	Mathematics for Miners															1	1
Calgary S.D. No. 19	Miscellaneous	429	148,967	400	100,721	31	1,804	39	3,602	400	15,980	312	11,948	860	19	1	17
Coleman S.D. No. 1216	Dressmaking									16	246	10	248	16	16	1	1
Dinant S.D. No. 2448	Mining											11	148			1	1
Drumheller S.D. No. 2472	Mining, etc.											64	2,241	90		3	3
Edmonton S.D. No. 7	Miscellaneous	521	237,611	422	111,593					90	2,006	1,047	31,221	1,568	27	44	39
Evansburg S.D. No. 2902	Mining									7	80	7	116	7	27	1	1
Hillcrest Mines 1916	Mathematics and Engineering for Miners										870		1,176			2	2
Lethbridge No. 51	Commercial	70	27,758	64	40,285					56	1,080	30	1,176	56	6	4	3
Medicine Hat No. 76	Commercial	31	9,985	26	11,996							39	521		1	3	3
Mountain Park No. 3334	Mathematics for Miners									9	135	7	350	9		1	1
National Park No. 102	Commercial									38	556	30	790	38		2	2
Nordeg S.D. No. 3221	Mining									25	288	11	244	25		2	2
Rosedale Village No. 3751	Mathematics for Miners									13	276	11	146	13		1	1
Sedgewick S.D. No. 1567	Commercial									14	120					2	
Provincial Institute of Technology and Art	Miscellaneous	202	35,981	281	74,789	Part time and	395	217	4,082	248	6,458					11	
Total Enrolments and Teachers		1,253		1,193		434		1,957		2,143		2,717		65	71	97	100
														5	5	4	11
																29	33
																166	166

Correspondence Instruction—Enrolment, 402.5 (Av.) Teachers, 4
Teacher Training —Enrolment, Nil Teachers, Nil.

BRITISH COLUMBIA

REPORT OF THE PROVINCIAL ORGANIZER OF TECHNICAL EDUCATION

John Kyle

It is with much pleasure that I submit a brief survey of the educational work in British Columbia as far as it is included under the term "technical education," and also to state as tersely as possible the aims of the Department of Education in relation thereto.

The content of the various phases of technical education is being slowly developed from and arises out of an educational system which is entirely academic in nature. It will be found, however, that, although growth and development are slow, this tree of knowledge will be well rooted and will continue if nourished to produce sound fruit of a desirable and marketable kind.

A glance at the accompanying sheet of statistics will show that the scheme embraces the following departments: Commercial, Technical, Home Economics, Junior High School, Night Schools, Teacher-Training and Correspondence classes.

HIGH SCHOOL COMMERCIAL COURSE—THREE YEARS

The aim of this course is to equip the students with a knowledge of the principles and book-keeping, together with the mechanical arts of typewriting, stenography and regular office routine work. To do this effectively it has been found advisable in the first year to lay a solid foundation of English, arithmetic, commercial geography and history. At the same time practice in typewriting and stenography is sternly carried on.

When the third year is reached this mechanical skill has developed to about 60 words per minute in typewriting and 130 words per minute in shorthand. Simultaneously a study is made of statute law, commercial law and economics, and when students finish the course they are readily placed with commercial firms.

As graduates from the Commercial School are not permitted to pass into the Normal Training College to become teachers until they matriculate in the usual way, the commercial students who desire to be teachers must stay at school for another year or two, but it is not often one finds a student who has reached a wage-earning capacity continue at studies. Office-work and business call loudly to those who enroll in the commercial course.

COMMERCIAL-TEACHER TRAINING

It has been found extremely difficult to obtain the services of competent commercial teachers—men and women who have the proper balance of academic and business training. Consequently teacher-training classes have been in operation during the summer for the past three years, and last year the idea was formulated of linking up the summer sessions by correspondence classes during the remainder of the year. By this means it is hoped that a supply of skilful teachers will be forthcoming and that in consequence the commercial subjects will be introduced more freely into a greater number of high schools.

SESSIONAL PAPER No. 26

It may be here stated that the examinations are conducted by a board of examiners and a determined effort is being made to prevent incompetent teachers from entering the profession.

TECHNICAL SCHOOL COURSE—THREE YEARS

Technical Leaving Certificate and University Matriculation

To this course all those students are guided who desire to participate in industrial activities. The technical students may elect to study for the Technical Leaving Certificate or for Matriculation to the University of British Columbia.

During the first year it is intended that pupils should consider their future trade or profession, and varied experiences are provided to assist them to intelligently select those activities which are most appealing to their natures. "To business that we love we rise betimes and go to't with delight".

In the second and succeeding years this attitude has to be persisted in until the greatest possible number find themselves with a clear and decided objective. The Technical Leaving Certificate is in the nature of a passport to industries which are worthy of an intelligent boy's attention, but it does not admit to the University of British Columbia or to the Normal School. Technical students who pass the university matriculation examination may enter Normal School and graduate as school teachers. Should such teachers ultimately proceed to university and graduate from the Department of Engineering, one may readily see how valuable they would be on the staff of a technical school.

In addition to these three-year technical courses, there are courses of a short-term nature for special work to which certain trade students are admitted. So far these have not been attended by any great numbers, but with more accommodation much headway in this direction would undoubtedly be made.

TEACHER TRAINING FOR TECHNICAL TEACHERS

Just as difficulty was found in obtaining competent teachers for commercial work, so has it also been experienced in staffing the technical schools. It required careful selection to find men adequately trained academically and at the same time skilful in their hand manipulations. In a similar way even more difficulty has been found in meeting academically trained men with the insight, knowledge and interest in industrial work to warrant their position on a technical school staff. Training classes have thus been organized at which craftsmen study the art of imparting knowledge and the psychological principles which govern good teaching.

These classes are held on Saturday afternoons and during summer holidays. Much of the good educational work accomplished in the workshops and a great part of the spirit which is apparent where technical work is in operation is in a great measure due to the classes referred to. At the same time it must be admitted that we have found in British Columbia much excellent teaching material among the craftsmen who have been technically trained in other countries.

JUNIOR HIGH SCHOOL

The name of this school is rather a misnomer as it is more in the nature of a vocational school. The students are over elementary school age; have

failed to pass the entrance to high school examination, and the majority know full well that they will have before long to enter industrial life. Half of each day is spent in the workshops, and at the end of the first year it is expected that the students, after their series of experiences, will have decided upon what trades they will thereafter follow.

Although the instructors are technically trained and the work accomplished is of a purely vocational type, the students have the option, if they reach a suitable standard of excellence, of passing into the academic course as well as any existing technical course in a high school. Many pupils are undoubtedly being rescued through the junior high school who are out of sympathy with the grade work in the elementary schools.

HOME ECONOMICS COURSE (HOMEMAKING)

This course, as its name implies, is specifically for girls, and the curriculum is found to touch life at many points and to be, not only an excellent foundation for the work of school teaching, nursing, housekeeping and many other forms of industrial work, but also to be of a kind which enriches life in its highest sense, making the home and home activities the centre of all that is highest and noblest in the pursuit of knowledge.

TEACHER TRAINING FOR DRESSMAKING, MILLINERY, COOKERY AND HOME ARTS

Again there is a difficulty in obtaining teachers who have that breadth of training which enables them to see the cohesion existing between all the studies of the curriculum.

The oneness of the science and art that pertains to home life is appreciated by few teachers of home economics and therefore Saturday training classes have been established to provide them with an opportunity to prepare for this larger sphere of activity.

That these classes will be successful is not to be doubted as instructors well qualified for the work in hand are engaged.

NIGHT SCHOOLS

At these schools every conceivable subject may be taught. Importance is attached equally to studies in which citizens may be interested apart from their daily occupation and also to those subjects which demand attention in order that people may increase their efficiency as wage-earners.

Last year over thirty different subjects were taught throughout the province. The only stipulation made by the Department of Education regarding instructors is that they must be the most efficient people obtainable and must have public confidence.

It has been found that in voluntary night schools the key to success or failure is with the instructors. When school boards undertake to advertise night schools in the same attractive way one finds private business colleges doing, then a great influx of students will be the result.

CORRESPONDENCE CLASSES

These classes only relate to coal-mining operations and were established because the three-shift system of mine-working made night schools prac-

SESSIONAL PAPER No. 26

tically impossible. Through this system men receive tuition in preparation for the following examinations:—

Shot-lighter's certificates (Third class).

Overman's certificates (Second class).

Mine Manager's certificates (First class).

Mine Surveying.

The above is a mere outline of the aims and purpose underlying the organization of technical education in the province of British Columbia. There is still much to be done in linking up the educational system with the industries affected, in vocational guidance, and in obtaining increased accommodation during this period of economic stringency.

BRITISH COLUMBIA—SUMMARIZED STATEMENT OF ATTENDANCE AND TEACHERS IN VOCATIONAL SCHOOLS—SCHOOL YEAR
ENDING JUNE 30, 1923

Municipality and School	Department	Enrolment and Attendance						Teachers			
		Regular Day Classes		Part-time and Special Classes		Evening Classes		Full-time Day	Part-time Day	Evening	Total Teachers in School
		Total Enrolment	Average Attendance	Total Enrolment	Student Hours	Total Enrolment	Student Hours				
Bayes Lake.....	Technical.....	.....	.....	.....	.....	25	420	.....	.....	1	1
Cranbrook.....	Commercial, Home Economics.	13	6.60	.....	.....	29	180	1	.....	1	2
Cawston.....	Home Economics.....	.....	.....	.....	.....	10	468	.....	.....	1	1
Cumberland.....	".....	.....	.....	.....	.....	10	192	.....	.....	1	1
Esquimalt.....	"..... and Civics.	.....	.....	.....	.....	39	1,654	.....	.....	2	2
Fruitvale.....	".....	.....	.....	.....	.....	17	402	.....	.....	1	1
Granby Bay, Anyox	Technical.....	.....	.....	.....	.....	65	3,240	.....	.....	9	9
Kamloops.....	Commercial and Home Economics.	40	32.25	.....	.....	55	1,726	1	5	6	12
Kelowna.....	Commercial and Technical.....	.....	.....	.....	.....	149	5,695½	.....	.....	7	7
Ladysmith.....	Commercial.....	14	13.55	.....	.....	.....	.....	1	1	.....	2
Merritt.....	Technical.....	.....	.....	.....	.....	40	820	.....	.....	3	3
Michel.....	".....	.....	.....	.....	.....	52	1,280	.....	.....	3	3
Michel, New.....	".....	.....	.....	.....	.....	13	648	.....	.....	1	1
Minto.....	".....	.....	.....	.....	.....	18	540	.....	.....	1	1
Naramata.....	Applied Art.....	.....	.....	.....	.....	18	1,290	.....	.....	1	1
Nelson.....	Technical.....	.....	.....	.....	.....	46	2,560	.....	.....	2	2
New Westminster....	Technical, Commercial, and Home Economics.	146	126.40	.....	.....	247	4,978	5	15	14	34
North Vancouver.....	Commercial.....	62	58.00	.....	.....	.....	.....	2	.....	.....	2
Ocean Falls.....	Technical.....	.....	.....	.....	.....	106	1,518	.....	.....	5	5
Penticton.....	".....	.....	.....	.....	.....	88	2,565	.....	.....	8	8
Point Grey.....	"..... and Commercial.	39	38.00	.....	.....	36	1,206	1	6	2	9
Prince Rupert.....	".....	.....	.....	.....	.....	170	9,060	.....	.....	19	19
Revelstoke.....	Commercial.....	20	19.76	.....	.....	.....	.....	1	.....	.....	1
Robson.....	Technical.....	.....	.....	.....	.....	22	591	.....	.....	1	1
Saanich.....	"..... and Home Economics.	.....	.....	.....	.....	143	3,498	.....	.....	3	3
South Vancouver.....	Technical, Commercial, and Home Economics.	66	64.95	.....	.....	219	4,060	1	4	9	14
Summerland.....	Applied Art.....	.....	.....	.....	.....	80	3,195	.....	.....	3	3
Surrey.....	Technical.....	.....	.....	.....	.....	15	480	.....	.....	1	1
Trail.....	".....	.....	.....	.....	.....	253	8,331	.....	.....	3	3
Union Bay.....	".....	.....	.....	.....	.....	13	540	.....	.....	1	1

SESSIONAL PAPER No. 26

Vancouver.....	Technical, Commercial, and Home Economics.	1,019	889.86	11	10,452	1,136	259,388	2,166	35	.....	42	77
Victoria.....	Technical and Commercial....	258	227.00	.....	.....	582	32,742	840	6	.....	26	32
Totals.....	.....	1,677	.....	11	10,452	3,696	.....	5,384	54	31	177	262

Correspondence Instruction—Enrolment, 152
Teacher Training —Enrolment, 37
Commercial, 12
Technical, 11
Home Economics, 14
Teachers, 2
Teachers, 9

VIII.—DOMINION GOVERNMENT ANNUITIES

During May, 1922, the administration of the Government Annuities Act, 1908, was transferred from the Postmaster General to the Minister of Labour, and, as this is the first time the subject has been dealt with in a publication of this department, it will no doubt serve a useful purpose, before presenting a financial statement up to and including the past fiscal year, to indicate briefly the nature of the Act and of the annuity system which it has established.

A Bill entitled "An Act to authorize the issue of Government Annuities for Old Age," was introduced in the House of Commons in March, 1908, by the Hon. Mr. Fielding, the then Minister of Finance. A similar measure had been introduced in the Senate during the previous session by the Right Hon. Sir Richard Cartwright, Minister of Trade and Commerce, not for the purpose of enactment, since, to be enacted, it was necessary that the Bill should originate in the House of Commons, but by way of illustration of the views which he desired to submit to the public. Mr. Fielding's Bill was substantially the same as the earlier one of Sir Richard Cartwright. Mr. Fielding, in introducing his resolution to the House, pointed out that the plan of Government Annuities was not to be confused with old-age pensions, which, as commonly understood, implied a contribution wholly or largely from the public treasury, whereas under the annuity system no contribution by government was contemplated, unless it might be in the way of a higher rate of interest on the moneys collected. The administration of the Act was first placed under the Minister of Trade and Commerce, but in 1912 it was transferred to the Post Office Department, and as has been already stated, in May, 1922, to the Minister of Labour.

THE SYSTEM IN BRIEF

Briefly, the Annuities Act was passed with a view to promoting habits of thrift and to afford facilities whereby provision might be made for old age by the purchase of annuities. Statistics show that 95 per cent of people are at the age of 60 dependent for support on their current earnings or on others. The object of the Annuities Act is to remedy this situation to some extent, and to enable persons in receipt of moderate wages or salary to purchase a fixed yearly income payable by the Government of Canada from a specified age.

The Act provides that annuities may be purchased by individuals, or associations on behalf of their members, or by employers on behalf of their employees. They may be either deferred or immediate, and may be on one life or on two lives jointly. An immediate annuity is one that can be purchased by a single payment, and is designed to meet the needs of persons who have saved a certain amount and desire to secure a safe investment and certain income for the balance of their lives. Annuities are not taxable by the Dominion Government, and cannot be transferred. No medical examination is required.

An important provision is that by which an annuity may be guaranteed for a certain term of years not to exceed 20. If the annuitant dies before the guaranteed period expires, the annuity for the unexpired portion of the term will be paid in accordance with his directions. If he survives the guaranteed period, the annuity will be continued, without any additional charge as long as he lives.

It is also provided that if payments for the purchase of a deferred annuity are for any reason discontinued they may be renewed at any time, and the arrears

SESSIONAL PAPER No. 26

made up by a single payment or by increasing the annual payment. In case arrears are not paid up the annuity will be proportionately smaller.

The minimum annuity purchasable on the life of one person, or on the lives of two persons jointly, is \$50, and the maximum amount \$5,000. The cost of an annuity varies with the age of the applicant, the time the first payment is made, the amount of annuity desired, the age at which the annuity is to begin, and the kind applied for. The Dominion Government bears the cost of administration, and there is, therefore, no charge on this account against the annuitant. An annuity of \$500 to be paid at the age of 60 years would cost a man 15 cents a day or \$53.05 a year from the age of 20 years, and, if the annuitant should die before the date fixed for the first payment of the annuity to begin, all payments made with 4 per cent compound interest would be returned to his legal representatives. If the purchaser waives the right to the return of the money in case of death before the annuity begins, a considerably larger annuity is obtainable for the same payments, or an annuity of \$500 may be had for an annual payment from 20 to 60 years of age of \$36.85.

The rate of interest allowed in the calculation of the value of annuities is 4 per cent, but, having regard to the greater longevity of the people of Canada over that of the people of Great Britain on whose mortality experience the tables were calculated, the benefits received are on approximately a compound interest rate of 5 per cent. There are no loadings in the rates and no deductions are made from the premiums paid for any purpose whatever, the annuitant receiving full benefit for every cent he pays in, the Government bearing all administration expenses.

It is believed there is no other plan of investment available to people resident or domiciled in Canada under which provision for old age can be made with such facility; and that there is no other plan which will give them the same return for the amount invested, for the reason that with each quarterly instalment of annuity is returned to the annuitant a portion of the purchase money, as well as of the interest earned, and in this manner the purchaser is able to spend during his lifetime the capital invested, as well as the interest, without his income becoming smaller no matter how long he may live.

The main principles which underlie Government Annuities are as follows: (1) That they are guaranteed by the State; (2) that there is no forfeiture in case premiums are interrupted or should cease altogether, the only effect being that if the arrears are not made up the amount to be received will be proportionately less than if payments had been made in full; (3) that the annuity cannot be seized or levied upon by or under the process of any court; and (4) that it cannot be alienated or anticipated.

The records of the Annuities Branch show that the average duration of immediate life annuities is fourteen years, and that of deferred annuities, thirty-four years. Three-fifths of the money received is for the purchase of immediate, and two-fifths for deferred annuities.

A handbook of information has been published which anyone may obtain free on application to the Department of Labour, Annuities Branch.

OCCUPATIONS OF ANNUITANTS

An interesting light on the operations of the statute is shown in the information gathered with respect to the occupations of the annuitants. Of the total number of annuitants, two thousand five hundred and sixty-seven (2,567) persons have given their occupations, namely:—

Accountants, 38; agents, 21; agent, advertising, 1; agents, freight, 3; agents, insurance, 6; agents, real estate, 6; agents, station, 8; agriculturist, 1; amusement promoter, 1; architects, 4; army, 8; artists, 6; assayer, 1; auditor, 1; author, 1.

14 GEORGE V, A. 1924

Baggageman, 1; bakers, 7; barbers, 14; barristers, 33; basketmaker, 1; beauty specialist, 1; bee-keeper, 1; blacksmiths, 8; book-keepers, 55; boiler-makers, 3; brakemen, 3; bricklayers, 3; brickmakers, 2; brokers, 12; bursar, 1.

Cable operator, 1; canvassers, 2; carpenters, 34; carriage makers, 3; cashiers, 2; cheese-buyer, 1; cheesemakers, 2; chefs, 4; civic employees, 3; civil servants, 78; cleaner, 1; clergymen, 143; clerks, 145; clerks, bank, 33; compositor, 1; cooper, 1; contractors, 2; curator, 1.

Deaconesses, 7; demonstrators, 3; dentists, 22; dairyman, 1; dietitians, 2; designer, 1; domestics, 24; draughtsmen, 15; dressmakers, 23; druggists, 24; dyer, 1.

Editors, 2; electricians, 11; engineers, 17; engineers, chemical, 2; engineers, civil, 23; engineers, electrical, 6; engineers, locomotive, 4; engineers, marine, 4; engineers, mechanical, 4; engineers, mining, 6; engraver, 1; estimator, 1.

Factory hands, 22; farmers, 148; farm labourers, 11; ferryman, 1; firemen, 4; fishermen, 2; foremen, 6; forester, 1; freightmen, 2.

Gardeners, 5; gas fitter, 1; geologists, 2.

Hairdresser, 1; harness makers, 7; home superintendents, 6; horticulturist, 1; housekeepers, 185.

Inspectors, 4.

Janitors, 7; jewellers, 3; journalists, 10; judges, 6.

Labourers, 60; ladies' companion, 1; lecturers, 2; librarians, 6; lithographers, 2; lumbermen, 6.

Machinists, 19; magistrate, 1; managers, 16; manufacturers, 13; mariners, 10; matron, 1; mechanics, 12; merchants, 100; messengers, 6; metal workers, 3; millhands, 10; miners, 13; missionaries, 55; motormen, 2; moulder, 1; moving picture operator, 1; musicians, 5.

Navy, 1; nurses, 79.

Ornamental specialist, 1.

Painters, 4; peddlers, 3; photographers, 8; physicians, 68; picture framer, 1; plumbers, 2; policemen, 5; polish-maker, 1; polishers, 2; postmasters, 30; powderman, 1; president, university, 1; printers, 22; professors, 6; proofreader, 1; publishers, 4.

Railway inspector, 1; ranchers, 7; registrars, 2; reporters, 6.

Salesmen, 24; school inspectors, 4; secretaries, 12; sectionmen, 4; shippers, 6; shipwright, 1; shantymen, 3; shoemakers, 8; speculator, 1; stenographers, 81; stewards, 2; stove mounter, 1; stone cutter, 1; students, 53; superintendents, 8; surveyors, 8.

Tailors, 15; teachers, 331; teamsters, 2; telegraphers, 6; telephone operators, 2; tinsmiths, 3; toolmaker, 1; trackman, 1; translator, 1; travellers, 18; travellers' aid, 1; treasurer, 1; turnkey, 1.

Upholsterers, 2; undertakers, 2.

Waiters, 2; warehousemen, 2; watchman, 1; weavers, 2; wireless operators, 2; woodworkers, 6.

The total number of occupations represented is thus found to be 176.

ASSISTANCE OF POSTMASTERS

Under an Order in Council passed on May 31, 1909, postmasters and assistant postmasters of offices where money order business is transacted are required to receive payments for the purchase of annuities, and to remit the same to the Superintendent of Annuities in manner instructed by him. Post-

SESSIONAL PAPER No. 26

masters other than those whose salaries are paid on a city office basis are allowed a commission on all moneys remitted on annuities account; 5 per cent on moneys remitted for the purchase of deferred annuities where payments extend over a period of 5 years; and 1 per cent where the purchase is completed within a period of 5 years, and 1 per cent on moneys remitted for immediate annuities, the purchase of which is completed by a single payment.

During the fiscal year 1922-3 a total of \$1,028,353.07 was received for the purchase of annuities. Of this amount 25 per cent, or \$262,489.16, was remitted through the money order offices, 75 per cent, or \$765,863.91, having been sent direct to the Branch.

Postmasters of all post offices, of which there are over 12,000, are kept supplied with booklets, inquiry cards, etc., for distribution, as well as with posters to be hung in their offices; but for a number of years no office has been supplied with application forms or tables of rates for distribution except where these have been specially applied for, experience having shown that the better plan is for the applicant to make his wishes known to the department which will supply promptly any information desired.

FINANCIAL STATEMENT

From September 1, 1908, the date of the inception of the Annuities Branch, up to and inclusive of March 31, 1923, the total number of annuity contracts issued was 5,647. Of the purchasers of these contracts 510 have been removed by death, leaving in force on March 31, 1923, 5,137 contracts. The total amount of purchase money received during the same period was \$6,688,658.47. The following statement gives the details:—

Sept. 1, 1908 to Mar. 31, 1909....	66 contracts.....	\$ 50,391.31
Mar. 31, 1909 " " 31, 1910....	566 "	434,490.89
" 31, 1910 " " 31, 1911....	1,069 "	393,441.40
" 31, 1911 " " 31, 1912....	1,032 "	441,600.60
" 31, 1912 " " 31, 1913....	373 "	417,135.50
" 31, 1913 " " 31, 1914....	318 "	390,886.71
" 31, 1914 " " 31, 1915....	264 "	314,765.29
" 31, 1915 " " 31, 1916....	325 "	441,696.09
" 31, 1916 " " 31, 1917....	285 "	432,272.40
" 31, 1917 " " 31, 1918....	187 "	332,792.01
" 31, 1918 " " 31, 1919....	147 "	322,154.23
" 31, 1919 " " 31, 1920....	204 "	408,718.78
" 31, 1920 " " 31, 1921....	195 "	531,800.45
" 31, 1921 " " 31, 1922....	277 "	748,159.73
" 31, 1922 " " 31, 1923....	339 "	1,028,353.07
Total.....	5,647 "	\$ 6,688,658.47

During the fiscal year ending March 31, 1923, 182 immediate annuities and 157 deferred annuities, a total of 339, were purchased, amounting in the aggregate to \$133,624.07.

The amount of purchase money received during the same period was \$1,028,353.07.

The number of annuities in force on March 31, 1923, were as follows: Immediate, 1,365; deferred, 3,772, or a total of 5,137, and the amount of such annuities was \$1,364,059.26. The amount received on account of the purchase of annuities from September 1, 1908, to March 31, 1923, exclusive of amounts returned to purchasers, was \$6,688,658.47.

GOVERNMENT ANNUITIES FUND STATEMENT, MARCH 31, 1923

ASSETS

Fund on March 31, 1922.....	\$ 5,005,424.42
Receipts 1922-23, less payments.....	887,180.21
Fund on March 31, 1923.....	\$5,892,604.63

LIABILITIES

Net present value of all outstanding contracts.....	5,892,604.63
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RECEIPTS

For immediate annuities.....	\$ 807,390.26
For deferred annuities.....	221,337.10
Interest on fund	208,633.73
Amount transferred by Government to maintain reserve....	49,655.34
	1,287,066.43

PAYMENTS

Annuities paid under immediate contracts.....	\$ 386,527.01
Return of premiums with interest.....	12,984.92
Return of premiums without interest.....	374.29
Balance, March 31, 1923.....	887,180.21
	1,287,066.43

VALUATION ON MARCH 31, 1923, OF ANNUITY CONTRACTS ISSUED PURSUANT TO THE GOVERNMENT ANNUITIES ACT.

Description of Contracts	Number	Amount of Annuities	Total value on Mar. 31, 1923, of Annuities purchased
		\$ cts.	\$ cts.
1. Immediate annuities.....	862	298,586 14	2,333,840 00
2. Immediate, guaranteed.....	357	79,359 05	705,905 00
3. Immediate, last survivor.....	146	58,321 58	581,589 00
4. Deferred "A".....	1,171	260,600 92	664,271 28
5. Deferred "A" guaranteed.....	2,019	467,228 08	929,531 61
6. Deferred "A" last survivor.....	64	29,173.05	110,635.59
7. Deferred "B" last survivor.....	27	12,584.07	45,645.25
8. Deferred "B".....	491	158,206 37	521,186 90
Totals.....	5,137	1,364,059 26	5,892,604 63

IX.—LEAGUE OF NATIONS INTERNATIONAL LABOUR CONFERENCE

Mention has been made in previous annual reports of the Department of Labour of the establishment of the International Labour Organization of the League of Nations under the authority of the Treaties of Peace and of its objects, plan of organization, etc.; also of the matters which received attention at the first, second and third sessions of the conference held in Washington, D.C., October-November, 1919; Genoa, Italy, June-July, 1920; and Geneva, Switzerland, October-November, 1921, respectively.

The following Draft Conventions and Recommendations were adopted at the first session (1919) of the International Labour Conference:—

Draft Conventions (1) limiting the hours of work in industrial undertakings to eight in the day and forty-eight in the week; (2) concerning unemployment; (3) concerning the employment of women before and after childbirth; (4) concerning employment of women during the night; (5) fixing the minimum age for admission of children to industrial employment; (6) concerning the night work of young persons employed in industry.

Recommendations concerning (1) unemployment; (2) reciprocity of treatment of foreign workers; (3) the prevention of anthrax; (4) the protection of women and children against lead poisoning; (5) the establishment of Government Health Services; (6) the application of the Berne Convention of 1906, on the prohibition of the use of white phosphorus in the manufacture of matches.

The agenda of the second session (1920) related exclusively to matters affecting seamen and the Draft Conventions and Recommendations adopted are as follows:—

Draft Conventions (*a*) fixing the minimum age for admission of children to employment at sea; (*b*) concerning unemployment indemnity in case of loss or foundering of the ship; (*c*) for establishing facilities for finding employment for seamen.

Recommendations concerning (*a*) the limitation of hours of work in the fishing industry; (*b*) the limitation of hours of work in inland navigation; (*c*) the establishment of national seamen's codes; (*d*) unemployment insurance for seamen.

The third session (1921) resulted in the adoption of the following Draft Conventions and Recommendations:—

Draft Conventions concerning (1) the age for admission of children to employment in agriculture; (2) the rights of association and combination of agricultural workers; (3) workmen's compensation in agriculture; (4) the use of white lead in painting; (5) the application of the weekly rest in industrial undertakings; (6) fixing the minimum age for the admission of young persons to employment as trimmers and stokers; (7) concerning the compulsory medical examination of children and young persons employed at sea.

Recommendations concerning (*a*) the prevention of unemployment in agriculture; (*b*) the protection, before and after childbirth, of women wage-earners in agriculture; (*c*) night work of women in agriculture; (*d*) night work of children and young persons in agriculture; (*e*) the development of technical agricultural education; (*f*) living-in conditions of agricultural workers; (*g*) social insurance in agriculture; (*h*) the application of the weekly rest in commercial establishments.

The proposals emanating from the first, second and third International Labour Conferences were received in due course by the Canadian Government and were brought by the Government formally to the attention of the competent legislative authorities, as required by the treaty terms. It should be noted that certain of the proposals were regarded by the federal law officers as coming within Dominion jurisdiction, whilst others were deemed to be within provincial authority and were accordingly referred to the several provincial governments for attention.

14 GEORGE V, A. 1924

Under the terms of the Treaties of Peace, each state adhering thereto is entitled to four delegates in the International Labour Conference, two of whom shall be Government delegates, and the two others shall be delegates representing respectively the employers and workpeople of the country, chosen in agreement with the industrial organizations, if such organizations exist, which are most representative of employers or workpeople, as the case may be, in the respective countries. Each delegate may be accompanied by advisers not exceeding two in number for each item on the agenda. It is also provided in the Treaties of Peace that the decisions of the conference may take the form of (a) a recommendation to be submitted to the member states for consideration with a view to effect being given to it by national legislation or otherwise, or (b) a draft international convention for ratification by the member states. A two-thirds majority of the votes cast by the delegates is required for adoption of any recommendation or draft convention by the Conference. The recommendations and draft conventions are afterwards transmitted through the Secretariat of the League of Nations to the different countries represented on the International Labour Organization for acceptance or otherwise. Each country is obliged under the treaties, within a period of one year at most from the closing of the conference, or, if it is impossible owing to exceptional circumstances to do so within one year, then at the earliest practicable moment and in no case later than eighteen months from the closing of the conference, to bring the respective recommendations or draft conventions "before the authority or authorities within whose competence the matter lies for the enactment of legislation or other action."

The fourth session was held in Geneva, Switzerland, from October 18 to November 3, 1922, twenty-one sittings in all being held. The following 37 countries were represented at the Conference: Albania, Austria, Belgium, Brazil, Bulgaria, Canada, Chile, China, Colombia, Cuba, Czecho-Slovakia, Denmark, Esthonia, Finland, France, Germany, Great Britain, Greece, Hungary, India, Italy, Japan, Latvia, Netherlands, Norway, Paraguay, Poland, Portugal, Roumania, Kingdom of Serbs, Croats and Slovenes, Siam, South Africa, Spain, Sweden, Switzerland, Uruguay, Venezuela.

Of the delegates to the Conference, 61 were appointed on behalf of governments, 21 on behalf of employers, and 22 on behalf of workers. There were besides 91 technical advisers in attendance, of whom 44 were attached to government delegates, 24 to employers' delegates, and 23 to workers' delegates.

THE CANADIAN DELEGATION

The Government delegates were the Honourable James Murdock, Minister of Labour, and the Honourable Ernest Lapointe, Minister of Marine and Fisheries. The employers' delegate, appointed on the nomination of the Canadian Manufacturers' Association, was Mr. W. C. Coulter, of the Booth-Coulter Copper and Brass Company, Limited, Toronto, with Mr. H. W. Macdonnell, of the Canadian Manufacturers' Association, Toronto, as technical adviser. The workers' delegate was Mr. Tom Moore, Ottawa, president of the Trades and Labour Congress of Canada, with Mr. John W. Bruce, of Toronto, Canadian Representative of the United Association of Plumbers and Steamfitters, as technical adviser.

Although the items on the agenda were not such as would fall within the scope of provincial legislation, the provincial governments were invited to be represented at the Conference under conditions similar to those in which they had attended previous conferences, namely, as advisers to the Dominion Government delegates; advantage, however, was not taken of the invitation on this occasion.

SESSIONAL PAPER No. 26

AGENDA OF THE CONFERENCE

The following was the agenda of the Conference:—

I. Revision of Part XIII of the Treaty of Versailles and the corresponding parts of the other treaties of peace;

- (a) With a view to the reform of the constitution of the Governing Body;
- (b) With a view to modification as regards the periodicity of the Conference.

II. Communication to the International Labour Office of statistical and other information regarding emigration and immigration and the repatriation and transport of emigrants.

REFORM OF GOVERNING BODY

Article 393 of the Peace Treaty provides that the International Labour Office shall be under the control of a Governing Body consisting of twenty-four persons: twelve representing governments, six representing employers, and six representing workers. A new article was adopted by the Conference providing for the increase of the Governing Body to thirty-two persons, distributed in the same proportion as before.

Both the original article and the proposed amendment set forth that of the persons representing governments, eight shall be chosen by the member states of chief industrial importance, and the other persons representing the governments, numbering four under the original article and eight under the proposed amendment, shall be appointed by the members selected for that purpose by the government delegates to the Conference, excluding the delegates of the eight members mentioned above. The proposed amendment further requires that of the sixteen members represented, six shall be non-European states. The question as to which are the members of chief industrial importance was left to the Council of the League of Nations, which, having adopted a classification placing Canada amongst the first eight member states of chief industrial importance, assures the Dominion Government of representation on the Governing Body similar to that which it has had since the inception of the International Labour Organization. Under the terms of article 422 of the Treaty of Peace, the proposed amendment of article 393, before going into force, will require to be ratified by the states represented on the Council of the League of Nations and by three-fourths of the members of the League of Nations.

Procedure for Amendment of Conventions.—A committee on this subject held several meetings and also appointed from its members a sub-committee of legal experts to consider a proposal whereby in future draft conventions a clause could be inserted to provide for desired amendments. It was recommended by the committee and decided by the conference that the International Labour Office should be directed to undertake a thorough study of the problems involved in the proposal to permit of amendments to future draft conventions and to prepare a report for submission to member governments in advance of the next conference.

Resolution Regarding Unemployment.—A resolution was adopted calling upon the International Labour Office to continue the collection of information relative to unemployment and measures for dealing therewith, and further resolving that the International Labour Office should ask the Economic and Financial Organization of the League of Nations for all pertinent information concerning the influence on the demand for labour of both sexes of monetary, financial and commercial policy in different countries.

Recommendation Regarding Migration Statistics.—No draft Conventions were adopted at this conference, but a recommendation was adopted that each member of the International Labour Organization should communicate to the International Labour Office available information regarding emigration, immigration, repatriation, transit of emigrants on outward and return journeys, and measures taken or contemplated in connection with these questions. It was also recommended that the members of the International Labour Organization should make every effort to communicate to the International Labour Office specified statistics as to sex, age, occupation, nationality, country of last residence, and country of proposed residence. Finally, the recommendation suggested the adoption of a uniform definition of the term "emigrant" and the determination of uniform particulars to be entered on identity papers issued to emigrants and immigrants by the competent authorities, and the use of a uniform method of recording statistical information regarding emigration and immigration.

THE GOVERNING BODY

Six meetings of the Governing Body were held during the past fiscal year as follows: April 4-7, 1922, at Rome; July 25-27, 1922, at Interlaken; October 12-13, 1922, at Geneva; October 31, 1922, at Geneva (two sessions); and January-February, 1923, at Geneva. As already intimated, the Governing Body is composed of twenty-four members, of whom twelve are Government representatives, six employers' representatives, and six workers' representatives. Of the twelve Government seats, one is held by the Government of Canada. The Hon. James Murdock, Minister of Labour, attended the meetings of the Governing Body which were held in Geneva on October 12, 13 and 31, 1922; Colonel David Carnegie, Honorary Correspondent of the Department of Labour in London and Canadian delegate on the Temporary Mixed Commission for the Reduction of Armaments of the League of Nations, who was resident in Canada throughout the period of the war, represented the Minister of Labour at the April and July sessions. At the First Session of the International Labour Conference (1919), Mr. P. M. Draper, Secretary-Treasurer of the Trades and Labour Congress of Canada, was elected as one of the six workers' representatives on the Governing Body. Mr. Draper, being unable to attend any of the sessions of the Governing Body last year, was represented at the meetings in Geneva in October by Mr. Tom Moore, President of the Trades and Labour Congress of Canada.

In accordance with article 393 of the Treaty of Peace, the Governing Body appointed at the First Session of the International Labour Conference (1919) completed its term of office in 1922 and the Fourth Session of the Conference proceeded accordingly to the election of a new Governing Body. The Government members representing the eight states of chief industrial importance entitled to seats on the Governing Body, are as follows: Belgium, Canada, France, Germany, Great Britain, India, Italy and Japan. The other four governments chosen at the Conference to appoint government delegates to the Governing Body are as follows: Spain, Chile, Finland and Poland. Six persons representing employers on the Governing Body were chosen as follows by the employers' delegates present at the Conference: Mr. Carlier (Belgium), Mr. Gemmill (South Africa), Mr. Hodac (Czechoslovakia), Mr. Litlgow (Great Britain), Mr. Olivetti (Italy) and Mr. Pinot (France). Mr. W. C. Coulter, of Toronto, was chosen as one of the deputy members of the employers' group. The following persons, representing the workers on the Governing Body, were elected by the workers' delegates present

SESSIONAL PAPER No. 26

at the Conference: Mr. Jouhaux (France); Mr. Leipart (Germany); Mr. Tom Moore (Canada); Mr. Oudegeest (Netherlands); Mr. Poulton (Great Britain); and Mr. Thorberg (Sweden).

The Department of Labour is charged with the duties arising out of the relations of Canada with the International Labour Organization. These have entailed much correspondence, not only with the International Labour Office, but also with other departments of the Dominion Government, with the provinces, with employers' and with workers' organizations. Replies have also been prepared in the Department of Labour to various questionnaires which were circulated on behalf of the International Labour Office. The performance of these duties has necessarily entailed a close study on the part of officers of the Department of the various technical questions which have figured on the various conference agenda and meetings of the Governing Body and of questionnaires received from the International Labour Office.

A bulletin entitled "Canada and the International Labour Conference" was issued by the Department of Labour in February, 1922, for the purpose of furnishing information in reference to the International Labour Organization and the subjects which have received attention at the hands of this body to date.

ACTION TAKEN IN VARIOUS COUNTRIES

The following figures summarize the results attained in the execution of the Draft Conventions and Recommendations adopted by the International Labour Conference:—

I. Ratifications.

Number of ratifications communicated	86
Number of cases in which ratification has been authorized by the competent authority but has not yet been communicated.....	23
Number of cases in which ratification has been recommended to the competent authority.....	127

II. Application

Legislative measures adopted, introduced or prepared with a view to the application of Conventions or Recommendations.....	275
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III. Legislative Activity

General total of measures for ratification and application.....	511
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